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Administrative staff election reminder

Ballots were mailed on Feb. 17, 18 and 19 to all eligible voters for this year's Governing Council election in the Administrative Staff constituency.

Any eligible voter who has not received a ballot may telephone the Governing Council Secretariat at 978-6576 to obtain one.

Completed ballots must be returned to the Governing Council Secretariat, room 106, Simcoe Hall prior to noon Tuesday, March 8. Return them in person, by campus mail or by Canada Post. Be sure to fill in the information required in the upper left-hand corner of the return envelope; failure to do so may result in invalidation of your ballot.

Booking time

With the end of term imminent, students in Robarts are beginning to buckle down to some serious studying.

President seeks five-year capital commitment from government

Underfunding critical despite gain in enrolment income

The University is looking forward to a 1988-89 budget with no global spending reduction, but inadequate operating and capital support remains a critical concern, President George Connell told a March 3 news conference.

The president told reporters from the campus newspapers that \$9 million in increased income from the provincial "accessibility fund" will result in the University's first no-cut, no-deficit budget since 1973. (In 1977-78 a deficit was incurred to forestall reductions.) The budget document will be presented to the Planning & Resources Committee later this month.

This year's enrolment income windfall, however, cannot undo the damage that years of underfunding has done. "We're left with some very serious operating problems," Connell said. "You can't find an academic unit that has adequate resources to do its job effectively."

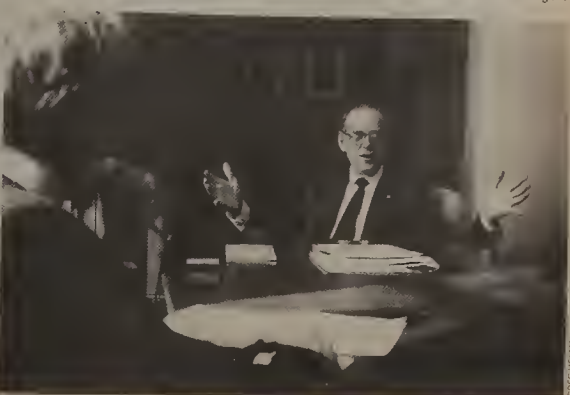
The student-faculty ratio is the best indicator of difficulties. "Crowded classrooms are very common. An excess of students relative to faculty fundamentally erodes the quality of the academic experience. Even in the

United Kingdom, where universities are in a disastrous financial state, they're much better off than we are with respect to the student-faculty ratio."

The deterioration of the University's

physical plant is another chronic concern, Connell said. He praised the provincial government for making more capital funding available, but urged it to

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President George Connell

UTSA back on U of T mail system

The Ontario Labour Relations Board has directed the University to restore the staff association's access to the internal mail system "in the manner previously enjoyed." The three-person panel said it will release its reasons for the decision at some unspecified later date.

UTSA's mail privileges were withdrawn last fall when it decided not to provide a written promise that it would not distribute literature in support of union certification.

The University believed it would be in

violation of the Labour Relations Act if it appeared to favour the pro-certification side by allowing it to use the internal mail, said Alec Pathy, vice-president (business affairs). By law, employers are required to remain neutral in certification campaigns.

UTSA's mail will once again be collected, Pathy said. "How they use the system remains to be seen." The decision does not oblige the University to allow the Canadian Union of Public Employees to use the mail, he noted.

In its ruling, the panel declined to rule

on a CUPE request to extend the deadline for signed union cards past the usual six months. CUPE is currently seeking certification to represent about 3,000 University administrative staff. A vote on certification could be held next month.

UTSA president David Askew said the board's decision will help the association communicate with its members in the period before a possible vote. He said that while the reasons for the judgement have not yet been released, the board appears willing to recognize the validity of legal actions taken by CUPE on UTSA's behalf.

The University has asked that the potential bargaining unit be split between part-time and full-time employees. Given that the labour board usually rules in favour of employer applications for splitting, CUPE did not object, Askew said.

Since less than one-third of all part-time employees have signed cards, CUPE will not apply for a prehearing vote among part-time staff, he said. If CUPE is certified to represent administrative employees, the new local will then try to organize part-time staff, Askew said.

Meanwhile, the board has approved an application by CUPE for the right to represent about 700 custodial, maintenance and plant services employees, including trades people, grounds workers, laboratory animal technicians and others.

Formerly members of the Service Employees International Union, the employees applied last year to decertify the SEIU and then to join CUPE. A spokesman said they believed they would receive better representation from a Canadian union than from an American one.



PETER LEWIS

U of T to confer 10 honorary degrees

Two politicians, Robert Stanfield and Monique Bégin, are among the 10 candidates for U of T honorary degrees in 1988.

The other recipients are to be sociologist Samuel Delbert Clark; Justice Emmett Hall; Dr. Fraser Mustard, president of the Canadian Institute for Advanced Research; Dr. Harald Loe, a dentist; stage designer Tanya Moisewitsch; writer and social activist June Callwood; university administrator John Sword; and classical scholar Walter Burkert.

Stanfield, a Conservative, was leader of the Opposition in Parliament from 1967 to 1976. His first elected office was as a member of the Nova Scotia legislature in 1949. He led the opposition from 1949 until 1956, when he became premier, a post he held until 1967. His last political appointment was as special representative of the Canadian government to the Middle East and North Africa in 1979-80.

A founding member of the Fédération de Femmes du Québec, Bégin was the first Quebec woman elected to the federal Parliament, representing Montreal-St-Leonard-Anjou from 1972 to 1984. In 1975 she was appointed parliamentary secretary to the secretary of state for external affairs; in 1976 she became minister of national revenue and in 1977 minister of national health and welfare, a post she held, with the exception of an interruption when the Conservatives were in power in 1979-80, until 1984. She is known as a champion of national social programs, particularly health care. Since 1984 she has taught at the University of Notre Dame, McGill, the University of Ottawa and Carleton.

Emmett Hall has had a long career as a judge and has chaired many government commissions and studies, including a national health care scheme (1964) and Ontario public and high school education (1968). He was appointed chief justice of the Court of Queen's Bench for Saskatchewan in 1957 and chief justice of Saskatchewan in 1961. From 1962 to 1973 he was a justice of the Supreme Court of Canada. He was the first Goodman Lecturer appointed by U of T's Faculty of Law.

Fraser Mustard, a researcher in the field of atherosclerosis, thrombosis and hemostasis, was dean of the Faculty of Health Sciences at McMaster from 1972 to 1980 and vice-president for health sciences from 1980 to 1982. In 1982 he founded the Canadian Institute for

Advanced Research, which finds funds for coordinated research projects and establishes research networks among top scientists.

Harald Loe's honorary degree will mark the 100th anniversary of the granting of the DDS degree by U of T. Loe is an expert on epidemiology, etiology, experimental pathology and the prevention of dental disease. He has been a consultant to corporate boards and government committees and councils and has been involved in more than 60 professional and research organizations. He is director of the National

Institute of Dental Research and the National Institutes of Health.

Tanya Moisewitsch, a stage designer of international repute, has been a designer at the Abbey Theatre, Dublin (1935-39) and resident designer at the Oxford Playhouse (1939-44). Since 1953 she has been a designer at the Stratford Festival. She also designed the chapel in Massey College.

June Callwood's latest project is Casey House, a hospice for AIDS patients. Among her other achievements are Jessie's Centre for Teenagers and Yorkville Digger House, which she

also founded, and Nellie's Hostel for Women, which she co-founded. She was a founding member of the Periodical Writers' Association of Canada and the Writers' Union of Canada. A columnist for *The Globe and Mail*, she calls public attention to social causes and concerns that might otherwise go unnoticed in the community.

John Sword was acting president of the University of Toronto in 1967-68 and 1971-72, then vice-president (institutional relations and planning) from 1972 to 1974 and special assistant to the president from 1974 to 1980. He was acting director of the School of Continuing Studies in 1980-81 and 1983-84 and has been director of the oral history project at U of T since 1981.

Walter Burkert, a professor at the University of Zurich, is the author of *Greek Religion*, often referred to as one of the finest histories of the subject. He has been widely recognized as one of the great contemporary classical scholars and the most original, learned and productive expert on Greek religion.



Extern students hit real world

An art director at Ambrose Carr DeForest Linton Inc. shows third-year fine arts student Leslie Barnes (right) how to lay out an ad. Barnes was one of 255 students that took part in the Feb. 15-19 Extern Programme run by the Career Centre. The students visited a total

of 167 companies. Suzan McKenzie, coordinator of the program, noted that one-third of the company contacts were alumni. This is the pilot extern program for Canada. Funding for it is provided by Employment & Immigration Canada.

Surprise gift for engineering

Thanks to a surprise bequest, the engineering faculty finds itself \$700,000 richer.

That amount was left to the faculty by Ernest F. Barratt who died last April in Toronto, at age 78. His will specifies that the money will be divided equally between civil engineering and the dean's discretionary fund.

Born in Islington, Barratt graduated in civil engineering from U of T in 1932. Due to the depressed economy, he was unable to find a job in engineering and entered the Ontario College of Education. He taught high school in Leamington and in Wentworth County, where he became vice-principal of Saltfleet High School.

As the economy improved, Barratt returned to engineering. He held various positions throughout his career: superintendent of highways for Wentworth County, city engineer for North Bay and chief engineer for Weston. He also worked as a private consultant.

Barratt has been described by his friends as a quiet, sensitive man. He loved the University, often attending public lectures here on scientific topics. But he didn't approach the dean or any faculty members to indicate that he intended to leave money to the faculty, says Mal McGrath, assistant to the dean, alumni liaison.

Base funding of primary importance

Continued from Page 1

approve capital plans on a five-year basis, rather than on an annual one.

Breakthrough

"If they continue to approve our new construction projects just a year at a time, it becomes very difficult to raise private funds. In launching our private fundraising campaign we have to present to our benefactors the full capital program."

At present, potential donors cannot be informed with certainty when the government will approve particular projects. "Benefactors are not too happy with that kind of response."

The University's capital plan, approved by Governing Council in December, was designed with five-year approval in mind. "We could have asked for three times the amount of money from the government and submitted the justification for it, but we haven't. We're not asking for a huge increment. We've said instead we'll go to the private sector for that. But we need the assurance that we can go ahead with our program. That's our best hope for a breakthrough."

The president said he fully supports plans by the campus coalition on underfunding to hold a March 10 rally to press the government to further improve funding for Ontario universities. This year, the administration is not officially participating in the march as they did last year. "I might not support all the nuances of their message," Connell said, "but it's important that their message be heard. My colleagues and I at Simcoe Hall are constantly engaged in the search for solutions to the financial problems of the University. That's not always obvious or manifest." The rally begins at noon outside Simcoe Hall and moves to Queen's Park at one.

Pressures mount

Enrolment at the University increased about nine per cent last year and will continue to rise, putting increased pressure on staff and facilities.

"Enrolment was a bit higher than we would have liked. Financially it was very rewarding, but there's a limit to how much we can adapt. Because of the special accessibility provision, our income

is, once again, highly enrolment sensitive. That has its drawbacks.

"The government is quite preoccupied by the question of accessibility. I don't think there is any question that it is the cornerstone of their policy."

While the universities too are supportive of increased access, adequate base funding remains of the first importance. Ontario universities are worried that more money for accessibility will reduce the amount available to provide a good educational experience for students.

"Frankly, if I were in government and I had to make a choice, I would rather see a satisfactory level of base funding than special provision for higher accessibility. It's a very tough choice, but I think that would be the way I would call it. From where I sit the state of basic academic operations is so marginal and under such severe pressure in virtually all parts of the University that I don't think we can sustain any further erosion without serious losses in quality."

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Many U of T parents looking for daycare space

by Judith Knelman

There is a desperate need for more daycare on campus, says José

Sigouin, chair of the status of women committee of the University of Toronto Staff Association. To help alleviate the problem, a committee of staff and

students has been formed to look for possible sites for more daycare facilities at U of T.

At present, there are two daycare facilities on campus, both subsidized by the University in that they pay neither rent nor maintenance costs. Both — the Margaret Fletcher Daycare Centre and the Campus & Community Co-op Daycare Centre — are on Devonshire Place, and both look after 50 children each. Campus & Community takes infants and toddlers as well as preschoolers; Margaret Fletcher takes only preschoolers.

Erindale and Scarborough Colleges do not have daycare facilities, though Scarborough has blueprints for a new daycare building.

The committee will try to establish a new centre for 50 children. The ideal mix, says Sigouin, is 10 infants, 20 toddlers and 20-30 preschoolers. "If we could find four sites," she says, "I think we could fill them up, but realistically we're going for one site at a time." A 1985 survey by the office of the vice-president (business affairs) showed that the parents of 100 infants wanted spaces.

Finding a site is a challenge to the committee's creativity, she said. "We've been told there's no place on the St. George campus, so now we're looking into future student residences."

Sigouin, a lab technician in the Department of Microbiology, has a son who is almost three. She didn't begin looking for daycare for him until shortly after he was born, and feels lucky to have found a place in a private centre. Expectant parents often reserve infant daycare well before the child is born, she subsequently discovered, and some begin their search even before a child has been conceived. Her son is now a few blocks away from her office at Hydrokidd.

Was it a wrench to put him into daycare? "We thought it would be harder than it was. In the morning, you sometimes have to spend 15 minutes at the centre to make the transition between parents and daycare. But from about a year on they really begin to benefit from the contact with other children, the songs, stories and the discipline."

Sigouin feels there's a need for all kinds of daycare at U of T — not only full-time but part-time, after-hours and even drop-in. A pilot project coordinated by Mary Lynne McIntosh, the University's employment equity officer, will provide drop-in daycare on Saturday afternoons throughout March.

The project will cost \$2,800. A grant of \$1,500 from the Ontario Women's Directorate and the Ministry of Colleges & Universities will be supplemented by contributions from the administration, the faculty and staff associations, the Association of Part-time Undergraduate Students and the Transitional Year Program. Parents will be charged \$2.50 per hour for each child. The premises are being donated by the Campus & Community Co-op.



Children at Margaret Fletcher Daycare Centre practice their painting.

Increase in student applications more than we can accommodate easily

The increase in applications to U of T this year is smaller than the province-wide increase but that doesn't mean the University will be able to accommodate the extra students easily, says Dan Lang, assistant vice-president (planning) and registrar.

According to the Council of Ontario Universities, applications across the province are up more than 10 percent over last year. The increase at U of T is about two percent.

Last fall, however, U of T enrolment increased by six percent and the provincial government provided temporary accessibility funding to enable the University to handle the increase. If the accessibility funding is not continued this year, or if it is provided at reduced levels, the University will be facing a total increase of about eight percent over the basic number that can be handled without supplementary funding, says Lang. "We will have an awful lot more applying

than we can accommodate."

The government has sought the advice of the Ontario Council on University Affairs on whether or not to provide the accessibility funding. Last year, the funding was announced in June, one week after acceptances were sent to students. Lang says an announcement on the funding this year could be made by the end of March.

William Kent, director of the admissions office, points out that the two-percent increase in applications to U of T this year is a global figure. The University does not yet know how the increase is distributed across divisions.

The reason for the smaller increase at U of T, compared to the rest of the province, could be that fewer students with borderline marks are applying to enter the University because they realize that competition for admission is intense here, says Kent. "This has been a factor traditionally."

Part of the increase in applications province-wide comes from students who have completed high school in four years rather than five as a result of the new Ontario Schools: Intermediate and Senior curriculum, says the COU. However, most of the increase is attributed to larger numbers of applications from female students and from students in rural areas.



Development & University Relations recently moved into their new digs at 21 King's College Circle. Enjoying themselves at the Feb. 24 Open House were Gordon Cressy, vice-president, Development & University Relations; Elizabeth Wilson; Chancellor John Aird; Bill Livingston, corporate campaign co-ordinator; Mary Martin, director of individual giving; and Bill Stratton, senior development officer, corporations.

Local smoking policies to be in place by June 1

Principals, deans, directors and chairs have been asked to work out local smoking policies in line with the U of T policy and the City of Toronto by-law on smoking in the workplace.

The policies are to be implemented by June 1.

The city by-law came into effect on March 1. Under it, every employer is to adopt and implement a smoking policy. If agreement cannot be reached that is satisfactory to all non-smokers in a particular workplace, the employer is obliged to prohibit smoking entirely in that location.

The by-law specified that signs warning that there is a penalty of up to \$2,000 for violation are to be placed in areas designated smoke-free. Any employer that permits smoking in a workplace contrary to the policy adopted for that workplace is also liable to a fine of up to \$2,000.

On Feb. 18, the Office of Environmental Health & Safety held a workshop for principals, deans, directors and chairs to advise them on how to set up local policies. Two courses on smoking cessation are being offered, and more will be organized if there is sufficient demand, said Diane Charlebois, the University's occupational health nurse.

TVOntario to feature Polanyi's work

An upcoming edition of the TVOntario program "The Science Edition" will include a short documentary on the work of Professor John Polanyi, winner of the 1986 Nobel Prize for chemistry.

According to producer Craig Moffit, the program will attempt to explain, in terms the lay person can understand, the significance of Polanyi's work.

The program will be broadcast twice: March 19 and March 22 at 7.30 p.m.

Wilson takes on new job with capital campaign

Elizabeth Wilson has been appointed executive assistant to Gordon Cressy, vice-president (development and university relations). Wilson's major responsibility in her new job will be coordinating the fundraising campaign on a day-to-day basis, with particular emphasis on communications and special events. She will work closely with Mary Alice Stuart, chair of the campaign, and key volunteers.

Wilson's first job at U of T was at the office of admissions. She was hired in 1971 and spent four years there.

Following a break of seven years at home, she took up duties as the registrar of the School of Continuing Studies. Her next position was executive assistant to the principal of Woodsworth College. In recent years she has worked in the Faculty of Arts & Science, first as executive officer for student affairs, then as director of public relations and development. Last May, she was seconded, half-time, to private funding, where she has been involved in campaign planning.

KNELMAN'S NOTEBOOK

Belated fears that this column's report of Lois Reimer's progress in ridding University language of gender-bias might provoke a rebuke from dog lovers proved unfounded. Reimer told us that there had been no yelps protesting the conversion in the phone directory of chairmen to chairs. However quiescent the canine lobby has been, the comment was found abrasive by a chair. See Letters (page 15).

* * *

On Feb. 28, the Erindale Campus Dons presented a speech by management consultant Karen Fraser entitled "Is an Entrepreneur a French Sofa?" The Concise Oxford Dictionary jumps from seam to toast in its "French—" list, and we didn't get to the lecture, so we were unable to find out what a French sofa is, let alone whether an entrepreneur is one.

Before we could wonder "What next?" we saw an announcement of a program of dirty movies put on by the Innis College Film Society on March 3. Dirty movies at Innis?

According to Jim Shedden, treasurer of the society, the films were put together as a gesture of protest against Bill C-54, the proposed anti-pornography bill. The program contained one film that would not be allowed under Bill C-54, since it depicts (though fairly discreetly) homosexuality and sexual violence in a prison, and several others that would be allowed under the proposed bill but are far more offensive — including one about a man gobbling and then vomiting vast quantities of food and another with closeups of the pores of a woman applying makeup.

* * *

Victoria College is collecting paper. Participants in the only recycling program that operates in student residences as well as administrative offices were given paper pots to fill and then deposit into a bin. When a tonne of paper was collected in less than four weeks, the college's recycling committee began to think of expanding its efforts to all colleges at U of T. Lots of scope there.

* * *

In a similar spirit, the *Bulletin* has for some time been keeping a Cabbagetown family warm. Rev. Graham Cotter rolls the paper into logs for a special fireplace that is highly efficient but ravenously hungry. What gratifies it even more than the *Bulletin*, he tells us, are the glossy pages of the *Alumni Magazine*. Somehow it seems a more dignified end for our efforts than wrapping fish and chips.

* * *

This year marks the 100th anniversary of the opening of the St. Hilda's residence for women. Women had been allowed at Trinity since 1885, but they had not received much encouragement until a principal and two students moved into a private house on Euclid Avenue in 1888 and started St. Hilda's College. St. Hilda, who lived in the seventh century, was abbess of a religious community and a gifted teacher. Trinity's female undergraduates have been celebrating with debates, lectures, parties, etc. Alumni will get their chance to mark the event on Saturday, June 4, during Reunion Weekend.

* * *

The University of Illinois at Urbana-Champaign has a unique problem. It seems that some of its students read too much. A symbol banning the

reading of books (a book with a line running diagonally through it) was created for use on cafeteria tables so that students wouldn't linger at lunch time.

This seems to be a straight case of tit for tat. It's common for university libraries to ban food consumption in the stacks. One library (not at U of T) this year began inspecting bags and briefcases to make sure no food was being carried in. Will university cafeterias one day inspect bags to make sure they don't contain books? It's food for thought.

* * *

Bogomila Welsh, who teaches fine art at Erindale, is nothing if not efficient. In Paris recently for the opening of the smash Van Gogh show she



Bogomila Welsh

curated, she was interviewed and photographed with Jean Boggs, former director of the National Gallery of Canada and coordinator of a major Degas retrospective, by *Maclean's*. As she was on her way back to Toronto, Welsh agreed to deliver the film to *Maclean's* so that it would make the Feb. 22 issue, which it did.

* * *

A candidate for Governing Council recently circulated campaign literature that contained the following passage:

Question: Are you for or against a certified staff association?

Answer: Let me give it to you straight. If the majority of university staff interests is a certified staff association, then I am sworn to serve, as representative, the majority, but if the majority of university staff's interests is an unaffiliated staff association . . . then, let me serve, as representative, that majority. There's nothing like straight talk to clarify an issue.

* * *

Toronto magazine, put this in your pipe and smoke it. Your March issue has a letter to the editor on a smoking policy headed "Where there's smoke, there's ire." So did the July 20, 1987 issue of the *Bulletin*.

* * *

According to the University College Newsletter, this comforting note was left on a professor's office door by a college secretary: "Professor Ferguson has to cancel your meeting because of the storm. He has made alternate arrangements with your wife."

* * *

There's been more than one flasher at Hart House lately. They're still looking for the one that ambles into the women's changing room occasionally. When the staff saw the front page of the Feb. 22 *Bulletin*, they recognized another one. Photographer Peter Legris didn't know when he snapped the lonely short-distance runner on the Hart House track that there's a rule barring cameras from the athletic wing. Apparently members have complained that they don't want their huffing and puffing recorded.

* * *

A student notified Fred Wilson recently that her name had been changed. "Oh," asked Wilson cheerily, "are congratulations in order?" The student replied that indeed they were. She'd got divorced over Reading Week. And that was the end of that philosophy lesson.



Winter walkways

A few well-worn paths cut across the front campus, proving that the shortest distance between two

points, especially during cold weather, really is a straight line.

Nominations sought for Elsie Gregory MacGill award

The Elsie Gregory MacGill award for exceptional contributions to education, science, technology or relief of poverty will be presented this year for the third time.

Elsie Gregory MacGill (1905-1980) was a distinguished aeronautical engineer and leading figure in the field of women's issues, even though a form of myelitis endangered her life in 1929 and left her permanently lame.

The first woman to graduate in electrical engineering from U of T (1927) and in aeronautical engineering from the University of Michigan (master's, 1929), MacGill went on to further study at MIT. She was chief aeronautical engineer for the Canadian Car & Foundry Co. at Fort William, Ont. (Thunder Bay), during the plant's successful wartime production of Hurricane and Hell-diver fighter planes. She also designed The Maple Leaf for training pilots.

In 1967, she was named a member of the Royal Commission on the Status of Women and she was a founding member

of the National Action Committee on the Status of Women.

The award in her honour consists of a sculpture and \$5,600 which must be used to improve the physical environment or to provide equal opportunities for women or disabled persons, or to support research — or the post-graduate education of the recipient — in engineering, applied sciences or women's studies at a Canadian university.

Nominees must be Canadian citizens living in Canada. Nominations must be received by the award committee, c/o 45 Oakmount Road, Apartment 205, Toronto, M6P 2M4, by May 1.

Math skills not related to gender

An analysis of an international study in which Professor Gila Hanna of the Ontario Institute for Studies in Education took part suggests that achievement in math has nothing to do with a student's gender.

Hanna, a member of the Department of Measurement & Evaluation at OISE, studied gender-related differences in the math achievement of about 75,000 grade 8 students in 20 countries. She used data collected by the Second International Mathematics Study of the International Association for the Evaluation of Educational Achievement.

In half the countries there were no differences reflecting gender. In the other half there were minor differences, with girls doing better in algebra and boys doing better in geometry and measurement. (Measurement is involved, for example, in figuring out the perimeter of a rectangle or estimating the length of a stick.)

The study has led Hanna to conclude that girls are deterred from the pursuit of careers involving math not because of inferior ability in the subject but because of societal norms. The pattern might change, she said, if it were known that there is no evidence that boys are better than girls at math and if girls were encouraged to continue taking math in school.

Libraries would protest royalty charges

The Canadian Association of Research Libraries would protest the imposition of a royalty charge on photocopied material if Parliament approves Bill C-60, a revision of the Copyright Act. The bill has passed first reading and is now in committee.

The association maintains that 95 percent of photocopying done in research libraries is for private use and research rather than for profit. It argues that the new legislation should maintain "a fair balance between the rights of the copyright owners and the needs of users, between the rights of those who have already created works, and the needs of those who are in the process of creating."

Furthermore, says the association, it is possible that as much as 69 percent of the fees collected from the research library community would be sent out of the country, while Canadian copyright owners would not receive a reciprocal return.

British Columbia Indians burdened by history of chiefs' ambivalence

by Patrick Donohue

Peter Carstens may have faced the ultimate in terms of a hostile class. When he was teaching at the University of Cape Town in the early 1960s, police informers sat in the front rows of his classes and tape-recorded his lectures.

The reason for their presence? A social anthropologist, Carstens was analyzing socio-economic relations in South Africa's reserves and mission stations for "coloured" and Khoi people. Like other social scientists in South Africa who were studying power structures, class relations, and peasantry in the context of a rapidly changing world, Carstens was considered a threat to neo-colonial models of domination.

Ultimately, that reputation made it so difficult for him to teach in his native country that in 1965 he emigrated to Canada and joined U of T's anthropology department. That move allowed him to zero in on a subject that had sparked his interest from afar — Canada's Indian reserves.

Carstens is struck by the similarity between the Canadian and South African reserves, but he has little patience with those who say South African blacks are no worse off than Canadian Indians. He dismisses such comparisons as politically-motivated "mischief." Clearly, the situation of Canadian Indians is fundamentally different. They can vote, and they have the freedom to move off a reserve and join mainstream Canadian society (which is not to deny that such a decision is fraught with hazards).

Nevertheless, Canadian and South African reserves have some features in common. They both tend to "encapsulate" the lives of the people who live on them. Their world becomes narrowly hemmed in by the network of services and administrative procedures set up by the legislation establishing the reserves. "Living there places you in a position of political dependency which leads to economic dependency, educational dependency, even religious dependency," Carstens says.

That produces insidious consequences in terms of self-image. People who live on reserves feel that others see them as separated from the rest of society by definition. "The reserve dweller is different because he or she is *defined* as different."

Even Carstens has experienced the ostracizing effect of living on a reserve. For several summers he has lived on the Okanagan Reserve near Vernon, BC while conducting field research. On his infrequent trips into Vernon, he has felt uncomfortable among whites, sensing their faint disapproval of him as someone rather too closely associated with reserve life. "This is what reserve life does to you. You can't function on the outside."

But, thanks to his ever-deepening understanding of the Okanagan people as a result of his summers on the reserve, he enjoys a special relationship with them. Last summer he was asked to address a pow wow of all the Okanagan. Some 2,000 people from seven reserves came together for a two-day meeting. A highlight of the event was the signing of a historic document written by the Okanagan Indians proclaiming their right to their aboriginal lands, which, according to an 1827 surveyor's map, extend all the way from Lake Okanagan, in the north, to the junction of the Okanagan and the Columbia Rivers in what is now the state of Washington.

What Carstens pointed out at the ceremony was that, unlike many other Indians in Canada, the Okanagan had



Peter Carstens

never signed treaties relinquishing their land. Nor were they ever conquered. The major cause of the destruction of their way of life was loss of control over their land. Settlers were allowed to preempt hundreds of acres while Indians had to be satisfied with tiny parcels on reserves. Some Okanagan wanted to go to war over the encroachment on their lands but some chiefs and a missionary persuaded the Okanagan to wait for the decision of a Joint Reserve Commission appointed by Ottawa in 1876 to settle the issue.

That stalling tactic was typical of the ambivalence of the Okanagan chiefs, says Carstens. In fact, the chiefs often deferred to the white officials. "If the chiefs had sided with their own people the history of BC would be quite different." Given to aristocratic airs, the chiefs liked to think of themselves as close friends of the Queen and the officials of the Hudson's Bay Company. Hence the title of Carstens' just-completed book on the Okanagan, *The Queen's People*.

The chiefs and their families spent winter months at the trading posts hobnobbing with white officials and being fussed over. As a result, they returned to the reserves with elevated status as "men of the world." Thus evolved a two-tiered society on the reserves: those Indians who were "in" with the settlers and those who weren't. This was one of the major causes of factionalism, which remains "endemic" on reserves to this day, says Carstens.

These insights come from what he calls the "diasynchronic" method of study. A painstaking procedure, it involves detailed research on all current

and past aspects of Indian life: family, religion, government, etc. It is not merely a comparison of one point in the past with one current point. Rather, it's an attempt to understand existing situations and relationships on the reserve as the result of gradual changes throughout the past. In other words, the study isn't just a chronicle. "It's a sort of synthesis between what is sometimes called ethnohistory and social anthropology."

For a knowledge of the past he relies partly on oral tradition. But much of his information comes from working

through microfiche records of documents in the government archives in Ottawa. At first, Carstens found the archival work tedious. But when he began to make connections among various people mentioned in the documents, the study leapt to life. "It was like doing field work in the past."

For instance, one Indian agent was notorious for complaining about the incompetence of the Okanagan chiefs. He frequently deposed them on such grounds as insobriety or adultery so that he could replace them with chiefs he found more cooperative. But, from notes and letters dropped into old files, Carstens has discovered another side of the story: the agent himself was usually drunk when he visited the reserves and the charges on which he dismissed the chiefs were usually trumped up.

Carstens' digging has turned up other surprising facts. For instance, Chief N'Kwala, one of the most revered chiefs of the fur trade period, received that name from the whites — not from his own people. When he turned up at the fur trading post, the whites could not pronounce his Okanagan name, which meant "Walking Grizzly Bear," so they dubbed him "Niccola" or "Nicholas." Adopted by his own people, this became "N'Kwala."

The conclusion Carstens has reached is that contemporary Okanagan culture is a blend of old Indian ways and ordinary Canadian life. It's virtually impossible, he says, to speak today of authentic Okanagan customs. Take, for instance, the often-cited Indian sense of time — the disregard for strict schedules according to clocks. Is that essentially an Indian quality? Carstens doesn't think so. It could be, in part, just one of the effects of "encapsulation" on a reserve. But it's equally typical of any rural community — such as that of the white settlers in the Okanagan Valley.

So pervasive is the confusion about culture and origins that some Indians feel that the Indian Act, the first version of which was passed in 1876, enshrines a kind of immutable essence of Indianness or the "divine order" of things. When Carstens once spoke of the act in such a way that seemed to countenance changing it, some older Okanagan became angry with him. They told him very firmly that he had no business criticizing the agreement reached so long ago by Chief N'Kwala and his friend, Queen Victoria.

Engineering students start computer business

The Engineering Society is now in the computer business.

The society, which represents engineering students, has signed an agreement with Philips Electronics Ltd. to sell that company's personal computers from a new store in the Galbraith building.

Students entering the faculty are required to have access to a personal computer. The choice of which one to buy can be bewildering. The relatively high cost of computers is also a consideration.

Kevin Melnyk, in fourth-year chemical engineering, said a student committee evaluated machines made by 16 companies before choosing one brand to sell. "By picking one machine, we take the fear out of buying," he said. The

machines will range in price from \$1,105 to \$1,750, depending on the model.

The mark-up on the machines is about 10 percent — lower than that of ordinary retail outlets. Part of the purpose of the student initiative is to keep the selling price as low as possible.

The society hopes to sell about 250 machines this month and up to 1,000 in the months to come. Total revenue from sales could amount to \$2 million.

At a Feb. 25 news conference, Dean Gary Heinke of the Faculty of Applied Science & Engineering congratulated the society for its "aggressive leadership" in pursuing the agreement with Philips. "We look forward to increasing ties with our industrial partners," he said.

Trade-unionist-in-residence is big on education

by Sandra Sarner

"The academic community and the trade union community are quite isolated from each other," says Sam Gindin, U of T's trade-unionist-in-residence. "Labour studies are usually neglected on campuses." He sees his eight-month appointment at University College, which started on Jan. 1, as an attempt to correct that imbalance.

Prof. Jim Turk of sociology, who helped set up UC's labour studies program in 1981, was instrumental in bringing Gindin to U of T. "Gindin is an unusual person," says Turk. "He brings a number of worlds together in a way few others could do. Many people study working-class issues but few have direct contact with activists. It's a chance to give students a realistic, practical picture of the labour movement."

A native of Winnipeg, Gindin has an MA in economics from the University of Wisconsin and was working on a PhD when he accepted a research position with the United Auto Workers in 1974.

Since Gindin is on paid leave from his current duties as research director and assistant to the president of the Canadian Auto Workers, there is no cost to the University. UC is providing office space and facilitating student contact. "This is an interesting opportunity for us," says UC principal Peter Richardson, who thinks there should be an emphasis on integrating practical experience into academic pursuits. "It's useful to have someone who can speak to questions of labour from the inside."

Gindin says he doesn't know of any-

where else in Canada that a trade-unionist-in-residence has been appointed. "It's a relatively informal, relatively modest arrangement," he says. He has turned down requests to lecture, prefer-

ring to meet informally with students individually or in small groups. "Obviously there are people on campus interested in someone from the labour movement with a different perspective."

For Gindin, talking to students provides an opportunity to hear what people outside the labour movement think about trade union issues. And it's also giving him "a chance to do a different kind of union work" than is possible when he's involved in the day-to-day activities of his job.

One of the things he's doing is developing new educational material for workers. Education is central to effective, democratic unionism, says Gindin. "Our programs teach some trade union skills but the main point is to develop people's confidence in thinking about broader issues. But forget about education if there's no struggle going on. You have to be able to show you can actually fight and win, otherwise it's irrelevant."

The CAW's recent history shows how education, worker confidence and effectiveness interact in practice. The successful fight against concessions in 1981-82 demanded an informed union membership. Differences between the UAW head office in Detroit and the Canadian section led to a split and the formation of the CAW as an independent Canadian union in September, 1985. "At no other point in the last 30 years have we had the confidence to go it alone. That's mostly because we fought concessions and won," says Gindin.

Mobilizing opposition to the Mulroney government's free trade initiative with the US is currently a major focus for the CAW. It's also one of the things he's talking about with students. Gindin sees a dangerous ideological shift inherent in the free trade deal. "Underlying the deal is a rationale for convincing Canadian workers to accept less. We'd be integrating ourselves into a society that has the most backward social legislation and the weakest labour movement and labour standards in the developed world."

Gindin referred to U of T as "a world away from the world." After August, he returns to his full-time duties in the CAW but hopes to return to campus on occasion. "The idea of retaining contact with the University is appealing," he says. Unfortunately, Gindin may be the first and last trade-unionist-in-residence at U of T. According to Richardson, the position is unlikely to be ongoing since no funding is available.



Sam Gindin

McLeod wins multicultural award

Professor Keith McLeod, who teaches the history, philosophy and sociology of education in the Faculty of Education, has received the National Award for Service and Leadership given by the Canadian Council for Multicultural and Intercultural Education. The award was presented at the council's third national conference, held in Edmonton.

In his teaching McLeod has been a strong advocate of multicultural education. A former president of the council (1982-85), he is the founder and editor of *MC/Multiculturalism/Multiculturalisme*, a journal published by the council. He was closely involved in the planning of the first two national conferences on multicultural education. The founding president of the Ontario Multicultural Association, he has played a key role in the establishment of the Ontario Multicultural Health Coalition and the Canadian Council for Multicultural Health.

Arrangements for OISE, U of T review

In preparation for a review of the affiliation agreement between the Ontario Institute for Studies in Education and the U of T, the Joint Council on Education has issued an inventory of cooperative activities between the two institutions.

About 25 percent of the faculty at OISE and 25 percent of those at U of T's Faculty of Education reported participating in cooperative research, teaching or other activities. Last year the proportion was similar.

Ten OISE faculty members, for ex-

ample, are involved in cooperative research projects with U of T faculty members, mostly with the Faculty of Education. Five OISE faculty members are cross-appointed to U of T in the Faculty of Social Work, the McLuhan Program, the Centre for Industrial Relations and the Department of Linguistics.

Nine OISE faculty members sit on thesis committees for the Departments of French, Linguistics, Psychology, Philosophy and Nutritional Science and the Faculty of Social Work. Four faculty

members from FEUT sit on OISE thesis committees. Fifteen OISE faculty members are involved in a variety of other cooperative activities with U of T colleagues. These include conferences, guest lectures, seminar series and publications. Formal arrangements also exist whereby OISE is represented on University committees and vice versa.

According to the affiliation under which OISE grants U of T degrees, the agreement between the two is to be reviewed and a report issued no later than May 1.

Minister reiterates government commitments

In the course of a Feb. 22 visit to the University, Lyn McLeod, minister of colleges and universities, reiterated her government's commitment to accessibility, adequate student aid and housing, but disclosed no new government initiatives.

If the ministry of education makes changes in the high school curriculum as a result of a recent report by former newspaper editor George Radwanski, her ministry will assess their impact on post-secondary institutions, McLeod

said. The implementation of some of the recommendations of the government-commissioned report could lead to an increase in the student retention rate and to an increase in applications for entry to university, she added.

McLeod held meetings with President George Connell and the vice-presidents and attended a reception with the members of the executive committee of Governing Council. Earlier she was given a briefing on research projects in the humanities.

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Events

LECTURES

Richard Nixon's Final Crisis: Watergate and the Bar of History.

Monday, March 7
Prof. Stanley Kutler, University of Wisconsin. Croft Chapter House, University College. 2 p.m.
(History and Political Science)

Immigration and Multiculturalism and the Canadian Collectivity.

Monday, March 7
Prof. Raymond Breton, Department of Sociology; Public Policy and the Canadian Collectivity series. 3050 Sidney Smith Hall. 4 to 6 p.m.
(Political Science)

Photographing the Faces of Feminism.

Monday, March 7
Pamela Harris, photographer and researcher; Popular Feminism lecture and discussion series. 2212-213 Ontario Institute for Studies in Education, 252 Bloor St. W. 8 p.m.
(Centre for Women's Studies, OISE)

The University as a Builder — Earth Sciences Centre as a Case Study.

Tuesday, March 8
Janice Oliver, assistant vice-president, Facilities & Administrative Systems. 1105 Sanford Fleming Building. 1.10 p.m.
(Civil Engineering)

Doing Fieldwork in Chinese Society.

Tuesday, March 8
Prof. Janet Salaff, Department of Sociology. Faculty lounge, Scarborough College. 5 p.m.

Courts, Boards and Labour: Reconciling Competing Cultures.

Tuesday, March 8
Judge Rosalie Abella, Ontario Labour Relations Board; Sefton memorial lecture. Auditorium, Ontario Institute for Studies in Education. 8 p.m.
(Woodsworth)

Babe Ruth Homered His Way into the Hearts of America.

Wednesday, March 9
Prof. Ray S. Jackendoff, Brandeis University. Auditorium, Claude T. Bissell Building. 10 a.m.
(Linguistics)

Proteins and DNA of the Synaptonemal Complex.

Wednesday, March 9
Prof. Peter Moens, York University. Room 408, C.H. Best Institute, 112 College St. 4 p.m.
(Banting & Best Medical Research)

War in the 20th Century: Civilians at the Sharp End.

Wednesday, March 9
Prof. Kenneth Hewitt, Wilfrid Laurier University. 179 University College. 8 p.m.
(Science for Peace)

The Secret Life of Stories: Subjectivity in Narrative Form from the Epic of Gilgamesh to Proust.

Thursday, March 10
Robert Harbison, writer. Walden Room, UC Union, 79 St. George St. 4.10 p.m.
(English)

A Conversation with John Polanyi.

Thursday, March 10
University Prof. John Polanyi, Department of Chemistry. H-216, Scarborough College. 5 p.m.

Canadian Music — At Home and Abroad.

Thursday, March 10
Victor Feldbrill, conductor, Toronto and London Symphony Orchestras. Auditorium, Ontario Institute for Studies in Education. 5 p.m.
(Forum on the Arts, OISE)

Understanding and Researching the New Media.

Friday, March 11
Prof. Ronald E. Rice, University of Southern California; Computers and Society series. Lecture theatre, Claude T. Bissell Building. 3 p.m.
(McLuhan Program and FLIS)

The Phenomenology of Dirt: Women as Pollution in Ancient Thought.

Friday, March 11
Prof. Anne Carson, Emory University. 152 University College. 3.10 p.m.
(Classical Studies, Graduate Studies Alumni Association and Graduate Students' Union)

Modernity and the Philosophy of History.

Friday, March 11
Prof. David Carr, University of Ottawa. A101 University College. 4 to 6 p.m.
(Philosophy)

Musical Composition for Orators.

Friday, March 11
Prof. John Derksen, Knox College. Music Room, Wymliwood, Victoria College, 250 Charles St. W. 8 p.m.
(Renaissance & Reformation Colloquium)

St. Thomas and Law... qui et nos instruit per legem.

Friday, March 11
Prof. James P. Reilly, Department of Philosophy; Gilson lecture. Common Room, Pontifical Institute of Medieval Studies. 8 p.m.
(PIMS)

The Jews of Palestine and the Nazi Holocaust.

Tuesday, March 15
Prof. Dina Porat, Tel Aviv University; visiting Columbia University. 2110 Sidney Smith Hall. 2 p.m.
(Shwartz Lectures Committee and History)

The Three N's: Nature, Knowledge and Nonlinearity.

Tuesday, March 15
Prof. Lynne E.H. Trainer, Department of Physics; inaugural Nonlinear Studies Group lecture. 1203 McLennan Physical Laboratories. 4 p.m.
(Biomedical Engineering)

The Jews in the Renaissance and Reformation.

Tuesday, March 15
Prof. Heiko Oberman, University of Arizona; distinguished visiting scholar. 31 Emmanuel College. 4 p.m.
(Reformation & Renaissance Studies)

Exploding Canons: English, American and Others.

Tuesday, March 15
Prof. Bernard Bergonzi, University of Warwick. Upper Library, Massey College. 4.10 p.m.
(English)

Rumours of Transcendence in Physics.

Tuesday, March 15
Prof. Robert Mann, University of Waterloo. South Sitting Room, Hart House. 7.30 p.m.
(Canadian Scientific & Christian Affiliation)

Jews, Christians and the Qabbalah.

Wednesday, March 16
Prof. David Ruderman, Yale University. Department of Near Eastern Studies, room 315, 4 Bancroft Ave. 2.15 p.m.
(Near Eastern Studies, History, TST and Centre for Religious Studies)

Luther between the Middle Ages and Modern Times.

Wednesday, March 16
Prof. Heiko Oberman, University of Arizona; distinguished visiting scholar. 113 Emmanuel College. 4 p.m.
(Reformation & Renaissance Studies)

Refugees: Victims of War.

Wednesday, March 16
Nancy Pocock, Quaker Committee for Refugees. 179 University College. 8 p.m.
(Science for Peace)

Reflections on the Year's Seminars on the Expressions of the Canadian Collectivity, and those of the Elements of the Collectivity.

Monday, March 21
Prof. Peter Russell, Department of Political Science; Public Policy and the Canadian Collectivity series. 3050 Sidney Smith Hall. 4 to 6 p.m.
(Political Science)

FILMS

Marat/Sade.

Wednesday, March 9
Based on Peter Brook's stage production of the Peter Weiss play. S-143, Scarborough College. 4 p.m.

Innis Winter Film Program.

Thursday, March 10
Films from the Academy; sponsored by SAC. Tickets \$3.

Thursday, March 17
Stan Brakhage in person with his films. Innis College Town Hall. 7 p.m. Tickets \$4.

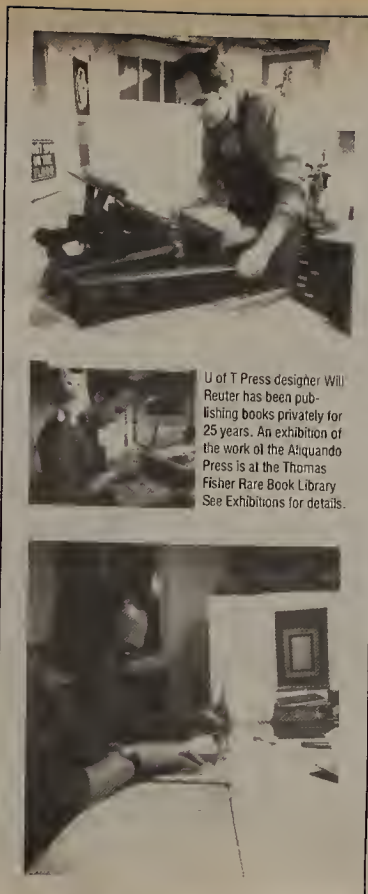
Information: 588-8940 or 978-7790.

Events deadlines

Please note that information for Events listings must be received in writing at the Bulletin offices, 45 Wilcocks St., by the following times:

Issue of March 21, for events taking place March 21 to April 4:
Monday, March 7

Issue of April 4, for events taking place April 4 to 18:
Monday, March 21



U of T Press designer Will Reuter has been publishing books privately for 25 years. An exhibition of the work of the Atiquando Press is at the Thomas Fisher Rare Book Library. See Exhibitions for details.

COLLOQUIA

Contextual Effects in the Attribution of Dispositions.

Wednesday, March 9
Prof. Yaacov Trope, Hebrew University of Jerusalem. 2135 Sidney Smith Hall. 4 p.m.
(Psychology)

Religious Riot and the Orange Order in Toronto, 1870-1890.

Friday, March 11
Brian Clarke, Centre for Religious Studies. Centre for Religious Studies lounge, 14-352 Roberts Library. 1.15 p.m.
(Centre for Religious Studies)

Photochemistry of Organic Reaction Intermediates.

Friday, March 11
J.C. Scialano, National Research Council. 158 Lash Miller Chemical Laboratories. 3.30 p.m.

The Effects of Glucose on Memory.

Wednesday, March 16
Prof. Norman White, McGill University. 2135 Sidney Smith Hall. 4 p.m.
(Psychology)

Dharma, Ethics and Morality in the Epics of India: Ambiguity and Ambivalence.

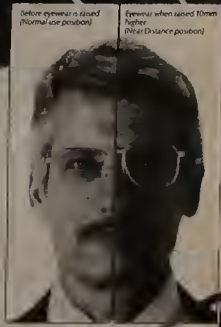
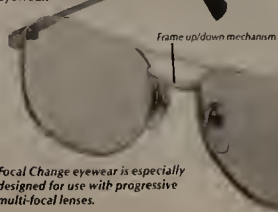
Thursday, March 17
Prof. Bimal Matilal, University of Oxford. Centre for Religious Studies lounge, 14-352 Roberts Library. 4 p.m.
(Centre for Religious Studies)

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SEMINARS

Images of South Asia: A Content Analysis of The Globe and Mail.

Monday, March 7
Prof. Christopher King, University of Windsor, 2090A Sidney Smith Hall. 3 p.m. (South Asian Studies)

The Role of Visual Processing and Visual Memory in Reading and Spelling Disabilities.

Monday, March 7
Date Willows, OISE; Literacy and Computing series. Coach House, 39A Queen's Park Cres. E. 4 p.m. (McLuhan Program)

Consciousness and the Computational Mind.

Tuesday, March 8
Prof. Ray Jackendoff, Brandon University; Cognitive Science series, Language and Mind, 179 University College. 4 to 6 p.m. (McLuhan Program and Computer Science)

Labour Market Activity Survey.

Wednesday, March 9
Robert Veevers, Statistics Canada; bag lunch discussion. Room 902, Centre for Industrial Relations. 12.30 to 2 p.m. (Industrial Relations)

Cell Biology of Pre-Implantation Development in Mice.

Thursday, March 10
Prof. Gerald Kidder, University of Western Ontario. 107 Ramsay Wright Zoological Laboratories. 4 p.m. (Zoology)

Iron-Stress Regulation of Photosynthesis Genes in Cyanobacteria.

Thursday, March 10
Prof. Neil Strauss, Department of Biology, H-214, Scarborough College. 4 p.m. (Scarborough Biology)

The State of the Art in Computer Graphics and Video.

Thursday, March 10
John Sanborn, New York artist; Communication in Art series. Coach House, 39A Queen's Park Cres. E. 7.30 p.m. (McLuhan Program)

Reviving the Superorganism.

Thursday, March 10
Prof. David Sloan Wilson, Michigan State University; Evolutionary Biology series. Lecture theatre, ROM Planetarium. 8 p.m. (Zoology and Botany)

Erasmus and the Paraphrase on John.

Friday, March 11
Jane Phillips, CRRS, 321 Pratt Library, Victoria College. 2 p.m. (Reformation & Renaissance Studies)

Developmental Studies in Ectomycorrhizae.

Friday, March 11
Prof. Larry Peterson, University of Guelph. 7 Botany Building. 3.30 p.m. (Botany)

Children's Model Theory of Mind.

Monday, March 14
Prof. Josef Perner, University of Sussex; Cognitive Science series, Language and Mind. 179 University College. 4 to 6 p.m. (McLuhan Program and UC)

Some of the Writings of Oscar Wilde Including Salome.

Monday, March 14
Principal Ted Chamberlin, New College; Crime in Literature series. Solarium, Falconer Hall, Faculty of Law. 4.30 to 6.30 p.m. (Law and English)

The Development of Language Awareness Abilities in Young Children.

Monday, March 14
Prof. Hyla Rubin, Department of Rehabilitation Medicine. Room 416, 252 McCaul St. (Rehabilitation Medicine)

The Jews of Palestine and the Nazi Holocaust.

Tuesday, March 15
Prof. Dina Porat, Tel Aviv University; visiting Columbia University. 2090 Sidney Smith Hall. 2 p.m. (Shwartz Lectures Committee and History)

Surveys with Older Adults: Response and Non-Response Errors.

Tuesday, March 15
Regula Herzog, University of Michigan. 204B Tip Top Building, 455 Spadina Ave. 3 to 5 p.m. (Gerontology)

Dante's (Anti-) Rhetoric: Three seminars on the Poetics of the Commedia.

Wednesday, March 16;
Thursday, March 17; and
Friday, March 18
Prof. Zygmunt Baranski, University of Reading. Department of Italian Studies, room 120, 21 Sussex St. 2 p.m. (Italian Studies)

Hormonal Control of Neural Reorganization during Insect Metamorphosis.

Thursday, March 17
Prof. Richard Levine, University of Arizona. 107 Ramsay Wright Zoological Laboratories. 4 p.m. (Zoology)

The Council of Chalcedon (A.D. 451).

Thursday, March 17
Prof. C.E.M. de Ste. Croix, University of Oxford. Lecture room, Toronto School of Theology, 47 Queen's Park Cres. E. 4.10 p.m. (Classical Studies, TST, Sociology and Religious Studies)

Achieving Objectives in Internal Medicine Clinical Clerkships.

Thursday, March 17
Dr. Herbert Ho Ping Kong, Toronto Western Hospital; Dr. Ken Robb, Toronto Western Hospital; and Dr. Doreen Cleave-Hogg, DSME. 3163 Medical Sciences Building. 6 p.m. (Medical Education)

Charles Dickens' Our Mutual Friend.

Monday, March 21
Prof. Jack Robson, Department of English; Crime in Literature series. Solarium, Falconer Hall, Faculty of Law. 4.30 to 6.30 p.m. (Law and English)



Bogs, Forests and Other Delights, an exhibition of prints by George Raab is at the Erindale College art gallery until March 10. See Exhibitions for details.

MEETINGS & CONFERENCES

Portuguese Migration in Global Perspective.

Friday, March 11
A symposium featuring scholars of Portuguese migration from Canada, the US and Portugal. Multicultural History Centre, 43 Queen's Park Cres. E. 9.30 a.m. to 5 p.m. Information: 979-2373. (Ethnic & Immigration Studies and Multicultural History Society)

Academic Affairs Committee.

Thursday, March 17
Council Chamber, Simcoe Hall. 4 p.m.

Looking-Glass for the Mind: Reflections from the Osborne Collection.

Thursday, March 17
Margaret Maloney, Toronto Public Library; meeting of Friends of the Thomas Fisher Rare Book Library. Thomas Fisher Rare Book Library. 8 p.m.

Religions and Languages: Philosophical Perspectives.

Friday, March 18 and Saturday, March 19
Sessions will be held in the Combination Room, Trinity College.

Friday, March 18
Links between Religious Experience, Natural Language and Religious Theory and Practice, Prof. Kenneth Schmitz, Trinity College. Reply: Prof. John Burbidge, Trent University. 8 to 10.15 p.m.

Saturday, March 19
Properties of Speech and Ideas of Reality, Prof. Leslie Dewart, St. Michael's College. Reply: Prof. Bruce Alton, Trinity College. 9.30 to 11.45 a.m.

Panel: Toward Analyses of Religious Languages in a Comparative Context: Prospects and Problems, Prof. Donald D. Evans, Department of Philosophy; Prof. Bimal Matilal, University of Oxford; and Prof. John C. Robertson, McMaster University. 1.30 to 4 p.m. Registration fee: \$10, students \$5. (Centre for Religious Studies, Philosophy, Department of Religious Studies, St. Michael's and Trinity)

Planning & Resources Committee.

Monday, March 21
Council Chamber, Simcoe Hall. 4 p.m.

EXHIBITIONS

JUSTINA M. BARNICKE GALLERY, HART HOUSE

To March 10
Laurent Bouchard. Paintings. East Gallery.

Cynthia Kemerer. Watercolour collages. West Gallery.

March 17 to March 31
Photo Competition Display. East Gallery.

Art Competition Display. West Gallery. Gallery hours: Tuesday to Thursday, 11 a.m. to 9 p.m.; Friday and Saturday, 11 a.m. to 6 p.m.; Sunday, 2 to 5 p.m.

ERINDALE COLLEGE

Bogs, Forests and Other Delights.

To March 10
Wilderness intaglio prints featuring printmaker George Raab. Art Gallery. Gallery hours: Monday to Friday, 11 a.m. to 7 p.m.; Saturday and Sunday, 12 noon to 5 p.m.

ROBERTS LIBRARY

Léda Watson.

To March 21
Etchings and prints by Brazilian artist Léda Watson; sponsored by the embassy of Brazil. Main Display Area. Hours: Monday to Friday, 8.30 a.m. to midnight; Saturday, 9 a.m. to 10 p.m.; Sunday, 1 to 10 p.m.

FISHER RARE BOOK LIBRARY

The Aliquando Press: 25 Years of Private Printing. To March 31
An exhibition of books and broadsides produced at The Aliquando Press. 2nd floor. Hours: Monday to Friday, 9 a.m. to 5 p.m.

FACULTY OF ARCHITECTURE & LANDSCAPE ARCHITECTURE

Architects of the Ticnao. March 8 to March 25
The Galleries, 230 College St. Gallery hours: Monday to Friday, 9 a.m. to 5 p.m.

PLAYS & READINGS

Audrey Thomas.

Thursday, March 10
Canadian writer reads from her work. UC Union, 79 St. George St. 4.15 p.m. (UC)

Gloria Naylor.

Friday, March 11
Black American author reads from her novel *Mama Day*. Wilson Hall lounge, New College. 8 p.m. (New)

Paulette Jiles.

Monday, March 14
Canadian poet reads from her work. UC Union, 79 St. George St. 4.15 p.m. (UC)

Engaged.

Wednesdays to Sundays, March 16 to March 27
By W.S. Gilbert. Preview, Tuesday, March 15. Graduate Centre for Study of Drama production, 1987-88 season. Performances at 8 p.m. except Sunday, 2 p.m. Tickets \$6, students and seniors \$4. Preview \$3. Reservations: Monday to Friday, 11 a.m. to 5 p.m., 978-7986.

Lorna Goodison.

Thursday, March 17
Jamaican poet reads from her books *I am Becoming My Mother* and *Heartease*. Wilson Hall lounge, New College. 8 p.m. (New)

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1987 United Way Campaign Final Report

CAMPAIGN SUMMARY AND HIGHLIGHTS

Overall, the 1987 United Way campaign was the most successful ever undertaken at the University of Toronto. This year more members of the University community gave more generously than ever before. A record \$483,809 was raised, representing an increase of \$79,489 or 20% over our 1986 contribution. Total donors rose by 10% to 3,615. This figure brought our participation rate, a critical index of any campaign's success, to 39% from 35% in 1986 (See Table 1 for a departmental summary of results).

Our increased gift this year will help the United Way continue its vital work of funding over 160 agencies which respond to urgent needs in this community, needs that affect one in every three people. According to the latest available figures, our United Way donation ranks 5th highest in Metropolitan Toronto among some 1,500 employee campaigns (excluding corporate donations and special events). The University of Toronto's contribution also exceeds those of all other educational institutions in Metropolitan Toronto combined and our campaign is looked upon as a model by other colleges and universities throughout Ontario. These are facts that we should all be proud of.

A fund raising drive is only as effective as the people who donate their time and efforts to working on it. This year's United Way team at the U of T numbered over 275 dedicated volunteers. From the campaign kick-off on September 21 to the close on U of T Day, October 24, they brought the United Way message to over 12,000 active and retired staff and faculty, and 55,000 students. While that message of community needs and meeting those needs is certainly a serious one, many canvassers and departmental coordinators added a bit of fun to their individual campaigns with special events. Tried-but-true bake and book sales, raffles and coffee days brought in thousands of extra dollars to the U of T's United Way coffers.

Every campaign at every department, faculty, college, institute, centre and service played a vital role in making the 1987 campaign the success that it was. Three faculties, however, warrant special mention here. The faculties of Medicine (\$113,776), Arts and Science (\$73,794) and Applied Science and Engineering (\$35,557) collectively accounted for 46% of the University's total gift to the



United Way. In fact, the top 10 contributors comprised 67% of that total donation (see Table 2).

Likewise, every one of the over 3,600 employees at the University of Toronto who made a contribution to the United Way this year was essential to making each one of the departmental campaigns a success. Among those were 36 individuals whom the United Way and the U of T campaign wish to recognize. They were able to help the United Way in its mission - to increase the organized capacity of people to care for one another - by contributing \$1,000 or more, and are truly "Leaders of the Way". Our Leadership contribution increased this year by 9% to \$48,210.

The 1987 campaign marked the first ever involvement of several new constituencies at the University - the Senior Alumni, the membership of the Canadian Union of Educational Workers, Local 2 (C.U.E.W.), and part-time/casual library employees. Another highlight was a more active and widespread student effort with 25 different student associations mounting events in support of the United Way and turning in a 160% larger contribution than in 1986 (see Table 3). This year's campaign was indeed a spirited

one, buoyed up not only by the dedication and commitment of all involved and special events, but also by the ever present support of the U of T's mascot, True Blue, and the Lady Godiva Memorial Band.

While the final figures from this year's campaign exceeded our goals and are certainly worthy, our accomplishment is better viewed in comparison with other like-sized organizations. Given the figures in Chart 1 it is apparent that the University of Toronto campaign, however strong at present, possesses great potential for higher participation. Organizations such as Ontario Hydro, the Toronto Transit Commission and the government of Metropolitan Toronto all have employee bases equal to or larger than the U of T's, and participation rates ranging from 47% to 57%.

Another useful index to assess a campaign's performance is per capita contribution. In comparison with the University of Western Ontario and Queen's University, our per capita gift falls short, although our per donor donation compares favourably (see Chart 2).

The 1987 United Way campaign at the University of Toronto was outstanding - but just as the

United Way cannot meet our community's changing and growing needs by maintaining the same level of funding year after year, we must realize the importance of our opportunity to support its critical work, and the need to increase that support every year. The U of T's involvement in the United Way takes form not only in an annual campaign to raise funds, but also in the thousands of hours many of our employees volunteer to the United Way and its agencies. This involvement signifies to members of the community at large our commitment to developing and maintaining a social service network that helps those who need help and improves the quality of life for us all. Our own fund raising endeavours here at the University cannot help but be enhanced by such a demonstration of support for the United Way.

The figures in this report indicate that there is substantial potential in our campaign for more involvement in every corner of the University community. And while we should congratulate each other on a fine performance in 1987, we should also bear in mind that the needs serviced by United Way funded agencies continue throughout the year, and be thinking ahead to the challenge that lies in 1988.



President Connell, Neville Kirchman, Gordon Cressy and Rivi Frankle with U of T's 1987 Donation to the United Way

CHART 1

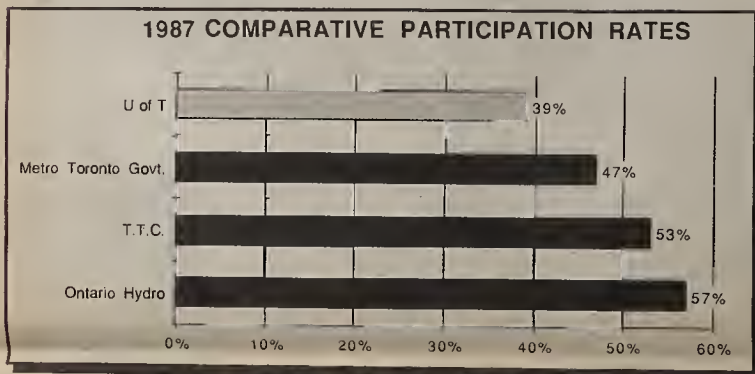


CHART 2

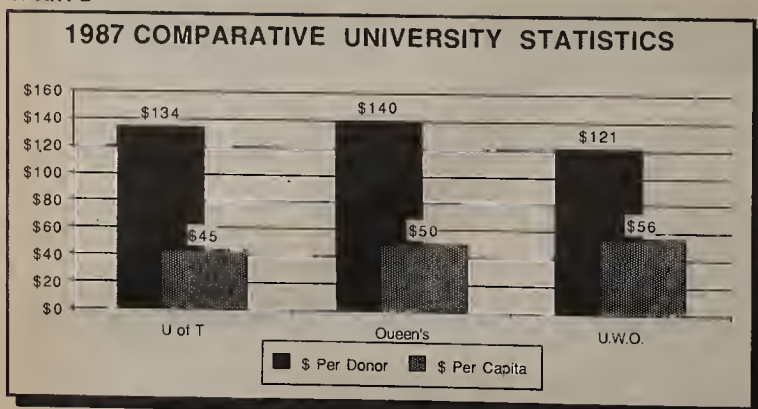
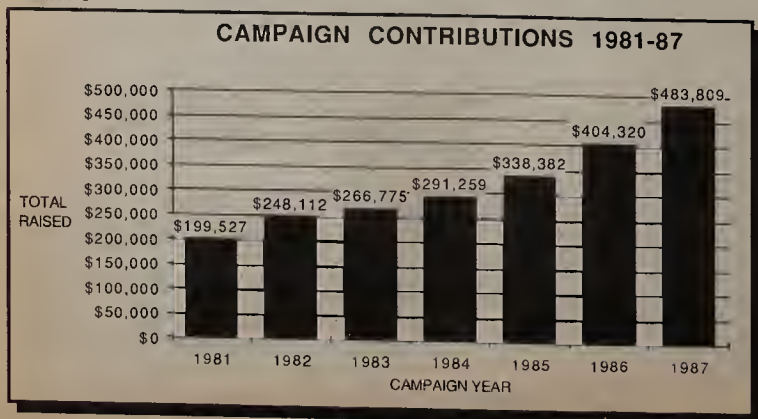


CHART 3



1987 UNITED

DEPARTMENT	STAFF	DONORS	PART. RATE
Academic Stats	10	7	70%
Admissions	33	21	64%
Alumni Affairs	13	13	100%
Architecture	30	26	87%
Arts and Science	1178	412	35%
Athletics & Recreation	71	20	28%
Business Affairs	81	53	65%
Inst. of Child Study	23	12	52%
Communications	11	9	82%
Computing Services	97	32	33%
Continuing Studies	38	31	82%
Dentistry	226	63	28%
Education	143	46	32%
Engineering	475	248	52%
Erindale College	448	183	41%
Forestry	54	34	63%
Graduate Studies	171	91	53%
Guidance Centre	15	15	100%
Hart House	80	43	54%
Info. System Services	23	11	48%
Innis College	18	18	100%
Innovations Foundation	7	4	57%
Koffler Centre	106	67	63%
Ctr. Large Scale Comp.	8	6	75%
Law	64	29	45%
Library System	431	233	54%
Library & Info. Science	37	13	35%
Management Studies	86	35	41%
Massey College	36	32	89%
Media Centre	23	14	61%
Medicine	1993	611	31%
Music	67	10	15%
New College	23	21	91%
Nursing	42	31	74%
Pharmacy	46	19	41%
Physical & Health Ed.	18	7	39%
Private Funding	15	13	87%
Royal Conserv. of Music	350	55	16%
Scarborough College	413	92	22%
Simcoe Hall	92	48	52%
Social Work	30	30	100%
Space Management	7	3	43%
Trans. Year Program	8	3	38%
Trinity College	178	46	26%
215 Huron Street	862	470	55%
U of T Press	310	72	23%
University College	27	11	41%
Victoria College	241	62	26%
Woodsworth College	33	17	52%
Wycliffe College	26	6	23%
Sub-Totals	8817	3448	39%
Retired Staff	1665	143	9%
Senior Alumni	n/a	n/a	n/a
Students	n/a	n/a	n/a
Direct Donations	n/a	24	n/a
TOTALS	10482	3615	39%

1987 TOP TEN

DEPT/FACULTY/COLLEGE	STAFF	DONORS	PART. RATE
Medicine	1993	611	31%
Arts & Science	1178	412	35%
Applied Science & Engineering	475	248	52%
215 Huron Street	862	470	55%
Erindale	448	183	41%
Library System	431	233	54%
Scarborough	413	92	22%
Victoria	241	62	26%
Graduate Studies	171	91	53%
Trinity	178	46	26%
TOTALS	6390	2178	34%

RESULTS

TOTAL \$	PER DONOR	% CHANGE FROM 1986	
		PART. RATE	TOTAL \$
\$531	\$76	+56	+168
\$2,470	\$118	+31	+50
\$1,947	\$149	+8	+18
\$6,475	\$212	+5	+27
\$73,794	\$179	+35	+11
\$1,594	\$78	-7	+24
\$5,215	\$95	-6	+13
\$1,151	\$96	-15	+47
\$1,260	\$140	-18	+6
\$3,644	\$114	-3	-2
\$2,396	\$77	+86	+36
\$10,543	\$167	+115	+82
\$7,076	\$154	+14	-5
\$35,557	\$144	-15	+17
\$18,054	\$99	+24	+24
\$3,408	\$98	-	+15
\$10,738	\$118	+51	+67
\$647	\$43	+122	+81
\$3,069	\$71	-21	-20
\$1,474	\$134	-17	-19
\$2,535	\$141	-	+21
\$285	\$71	+14	+58
\$8,488	\$127	+50	+48
\$609	\$102	n/a	n/a
\$5,555	\$196	+105	-7
\$14,418	\$62	+32	+20
\$3,060	\$235	-3	-40
\$9,828	\$281	-5	-3
\$2,665	\$83	-	-5
\$924	\$64	+110	+47
\$13,776	\$186	+19	+34
\$895	\$90	-22	-24
\$3,990	\$190	-3	+13
\$4,032	\$130	+21	+14
\$1,167	\$61	-27	-12
\$1,628	\$233	-30	-24
\$1,753	\$135	-6	+65
\$4,995	\$91	+33	+34
\$12,765	\$139	-4	-9
\$9,732	\$203	-4	+12
\$6,434	\$214	+28	-3
\$260	\$87	+72	+86
\$195	\$65	-43	+27
\$10,689	\$232	+4	+25
\$21,274	\$43	+8	+18
\$7,954	\$110	+5	+31
\$979	\$89	-37	+26
\$13,365	\$216	-38	+6
\$1,345	\$79	+24	+13
\$205	\$34	-21	-34
\$56,843	\$132	+11	+17
\$14,901	\$104	-	+18
\$1,865	n/a	n/a	n/a
\$7,063	n/a	n/a	+162
\$3,137	n/a	n/a	n/a
\$3,809	\$134	+11	+20



Chancellor John Black Aird, Honorary Chairman of the 1987 United Way of Greater Toronto Campaign, at the United Way Walkathon

CHART 4

EMPLOYEE PARTICIPATION 1981-87

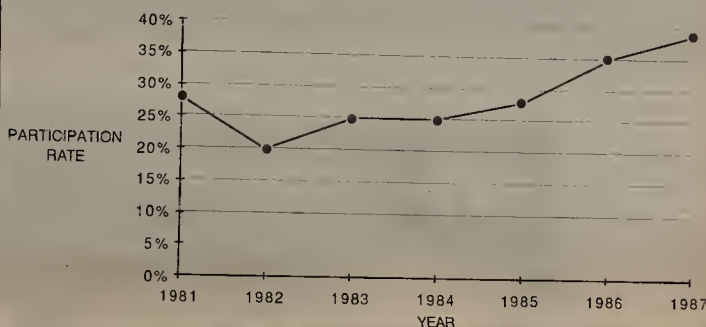


CHART 5

1987 \$ CONTRIBUTIONS BY EMPLOYEE GROUP

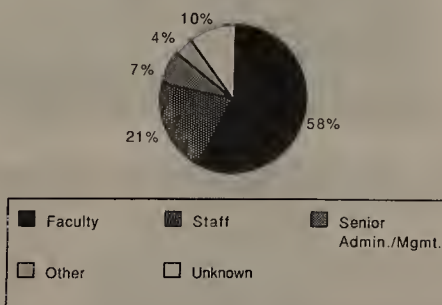
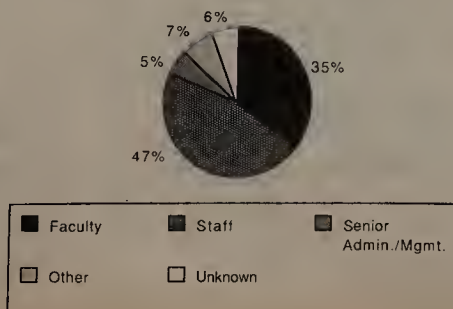


CHART 6

1987 DONORS BY EMPLOYEE GROUP



TRIBUTORS

PART. RATE	TOTAL \$	% OF TOTAL
31%	\$113,776	24%
35%	\$73,794	15%
52%	\$35,557	7%
55%	\$21,274	4%
41%	\$18,054	4%
54%	\$14,418	3%
22%	\$12,765	3%
26%	\$13,365	3%
53%	\$10,738	2%
26%	\$10,689	2%
38%	\$324,430	67%



UNITED WAY RAFFLE — GRAND PRIZE WINNERS

Hans Kunov, Institute of Biomedical Engineering — 2 return tickets to London, England (Travel CUTS)
Ken McMaster, Physical Plant — weekend for 2 (Delta Hotels)
P.S. Tung, Faculty of Medicine — computer software (U of T Computer Shop)
J. De Melo, Retired Staff — \$100 gift certificate (Anworld Travel)
Chris Ford, Business Affairs — Swatch
Maureen Harris, Library — Watch (Cosmoda)
Fiona Smillie, Faculty of Medicine — Historical Atlas of Canada, Vol. 1 (U of T Press)

*U of T's Campaign Kick-Off,
September 21*



*True Blue and the Lady Godiva
Memorial Band Walking "The
United Way", September 20*

TABLE 3

1987 STUDENT CAMPAIGN CONTRIBUTIONS

STUDENT GROUP	ACTIVITY	AMOUNT
APUS	Raffles	\$ 750.00
Architecture & Landscape Arch.	TGIF Pubs	\$ 180.00
Chinese Students' Association	United Way Picnic	\$ 202.00
Dentistry	Collection	\$ 270.00
Engineering	Various	\$ 618.09
Erindale (full-time students)	Carnival	\$ 1400.00
Erindale (part-time students)	Donation	\$ 100.00
Erindale Survey Science Club	Donation	\$ 25.00
Innis College	Film Night/Donation	To Come
Japanese Canadian Student Assoc.	Baseball Tournament	\$ 126.56
Faculty of Management Studies	Rose Day	\$ 339.00
Medicine	Pancake Breakfast	\$ 143.45
Messianic Bible Union	Donation	\$ 5.00
New College	Chalk Circle Concert	\$ 574.80
Nursing	Candy Cane Sales	\$ 67.50
Pharmacy	Pub	\$ 225.00
Philippine Students' Association	Donation	\$ 12.00
Scarborough College	Pub/Dance	\$ 150.00
Sikh Students	Collection	\$ 36.00
Students' Administrative Council	Various	To Come
UC Residence Council	Party	\$ 400.00
University College	Pub	\$ 247.63
Woodsworth College	Beer Tasting	\$ 125.00
Cafeteria Canvass (Nov. 12)	—	\$ 535.50
Collection Cans	—	\$ 432.61
U of T Day Collection Cans (Oct. 24)	—	\$ 97.99
TOTAL		\$ 7063.13+

Thank you!

Rivi Frankle,
United Way Campaign Co-chair

David Jeu,
United Way Campaign
Administrator

MUSIC

ROYAL CONSERVATORY OF MUSIC

Noon Hour Series.

Wednesday, March 9
Dianne Aitken, flute and
Susan Hamblin, piano.

Thursday, March 17
Illustrated Lecture of British
Contemporary Music since
1945, lecture by Edward
Gregson. Concert Hall.
12.15 p.m.

Royal Conservatory Orchestra.

Friday, March 11
Dwight Bennett, conductor.
Church of the Redeemer,
Bloor St. W. at Avenue Rd.
8 p.m.
Tickets \$9, students and
seniors \$6. RCM box office
978-5470.

CFMX Scholarship Fund Concert.

Friday, March 11
Featuring Devin Fitz-Gerald,
piano, in cooperation with
CFMX-FM. Concert Hall.
8 p.m.
Tickets \$14, students and
seniors \$10. RCM box office
978-5470.

Young Artist Series.

Thursday, March 17
Kelly Parkins, violin and
Vera Danchenko, piano.
5.15 p.m.

Saturday, March 19

Robin Sharp, violin and Vera
Danchenko, piano. Concert
Hall. 4 p.m.

Information on all Conser-
vatory concerts available
from the publicity office,
978-7771.

FACULTY OF MUSIC EDWARD JOHNSON BUILDING

Thursday Noon Series.

Thursday, March 10
Featuring music by student
composers. Walter Hall.
12.10 p.m.

Rossini's *La Cenerentola* and
Williams' *Riders to the
Sea*.

Friday, March 11 and

Saturday, March 12
Opera Division presentation.
MacMillan Theatre. 8 p.m.
Tickets \$15, students and
seniors \$10.

U of T Folk Music Ensemble.

Wednesday, March 16
Afro-American, Latin
American, Celtic and Balkan
folk traditions. Walter Hall.
8 p.m.
Tickets \$3.

U of T Concert Choir.

Friday, March 18
Robert Cooper, conductor.
Walter Hall. 8 p.m.
Tickets \$3.

Faculty Artists Series.

Saturday, March 19
William Aide, piano; Victor
Danchenko, violin; Daniel
Domb, cello; Lorand
Fenyves, violin; Lois
McDonnell, soprano; Patricia
Parr, piano; and Joaquin

Valdepeñas, clarinet. Walter
Hall. 8 p.m.
Tickets \$10, students and
seniors \$6.

U of T Concert Band.

Sunday, March 20
Stephen Chenette and
Wayne Jeffrey, conductors.
MacMillan Theatre. 3 p.m.
Tickets \$3.

U of T Chamber Strings.

Sunday, March 20
David Zafer, conductor.
Walter Hall 8 p.m.
Tickets \$3.

Information on all events in
the Edward Johnson
Building available from the
box office, 978-4744.

SCARBOROUGH COLLEGE.

Musiconsort.

Sunday, March 13
Musiconsort with guest
Valerie Weeks, harpsichord.
Meeting Place. 3 p.m.
Information 284-3232.

MISCELLANY

Film in the Post-Secondary Institution.

Thursday, March 17
A forum held by the Innis
Film Society. Innis College
Town Hall. 7 p.m.

Organizing Interests: Post-War US Labour Policy and Its Alternatives.

Friday, March 18
Prof. Joel Roberts, University
of Wisconsin; legal theory
workshop series. Solarium,
Falconer Hall, Faculty of
Law. 1 to 3 p.m.
Fee \$3.

Information and registra-
tion: Joyce Williams
978-6767.
(Law)

Bilingualism: Why and How?

Monday, March 21
Table ronde with Prof. John
Kirkness, Division of
Humanities, Scarborough
College; Prof. Gilles Blot,
University of Montreal; Prof.
Sharon Lapkin, OISE; Prof.
Yvette Schmidt, Glendon Col-
lege; and Keith Picer, editor,
Ottawa Citizen. Council
Chamber, Scarborough Col-
lege. 4 p.m.

Advisory committee

Student housing policy

A provostial Advisory Committee on Student Housing Policy has been established to make recommendations that will serve as the context for planning the expansion of student residences. The terms of reference take into account such issues as:
the needs of students expected to attend each of the University's campuses, according to current enrolment projections;
the role the University should play in addressing these needs, both on and off campus;
the rationale for student residences;
the amount of residence accommodation that is desirable, the populations that should be served, and the criteria for access to residence;
the forms and mix of additional residences;
the institutional links they should have, and other matters of philosophy, organization and management;
the financing of residences, including handling of capital costs and the principles for the determination of rates.

Members of the committee are Professor Peter Silcox, Department of Political Science (*chair*); Eric McKee, assistant vice-president (student affairs) (*vice chair*); David Aldea, undergraduate student, University College; Marion Boer, undergraduate student, Erindale College; Professor John Browne, principal, Innis College; Larry Kurtz, bursar, Victoria College; Dan Lang, assistant vice-president (planning) and University registrar; Joan

Lax, assistant dean and director of admissions, Faculty of Law; Peter Mabee, undergraduate student, Faculty of Applied Science & Engineering; Shirley Mason, director, University Housing Service; Professor Noab Meltz, acting dean, School of Graduate Studies; Professor Gordon Nagel, dean of residence, Scarborough College; Jan Nolan, Graduate Students' Union; Janice Oliver, assistant vice-president (facilities and administrative systems); Elizabeth Zdansky, undergraduate student, Faculty of Architecture & Landscape Architecture; and Michael Dafoe, Office of Vice-President & Provost (*secretary*).

Persons who have information, ideas or opinions on student housing policy or any aspect of the committee's terms of reference are invited to write as soon as possible to the secretary of the committee, room 219, Simcoe Hall.

New SCS coordinator

Audrey Herrema has been appointed a program coordinator for professional studies in the School of Continuing Studies. Herrema, who has a master's degree in adult education, was director of community education programs in continuing education at Ryerson.



Professor Heiko Oberman of the University of Arizona will give two lectures, "The Jews in the Renaissance and Reformation" on March 15, and "Luther between the Middle Ages and Modern Times" on March 16. See Lectures for details.

Erindale Campus

University of Toronto in MISSISSAUGA

1988 Snider Visiting Lecturer

Geoffrey de Ste. Croix

Honorary Fellow, New College, Oxford



HERESY,
SCHISM

AND PERSECUTION

IN THE
LATER ROMAN EMPIRE

March 16, 1988, 8:00 p.m.

COUNCIL CHAMBER, SOUTH BUILDING, ERINDALE CAMPUS, U OF T



Admission Free

To ensure adequate seating at the Erindale Campus you are asked to call 828-5214 if you plan to attend.

Location of Erindale

The Erindale Campus of the University of Toronto is located on Mississauga Road, just north of Dundas Street (Hwy. #5) in Mississauga, Ontario.

The Campus is easily accessible via the Mississauga public transit system. U of T faculty, staff and students should consult the schedule for the intercampus bus service.



MASSEY COLLEGE BURSAR

The Bursar, under the general supervision of the Master, assumes responsibility for the operation of the College in respect to residence accommodation, food services, building maintenance and safety, financial accounting and statements. Prepares the annual budget for Corporation approval and plans for the College's long-term financial stability.

Applications for the position, to commence July 1, 1988, should be directed to the Master as Chairman, Search Committee; deadline March 31. Applicants should have related experience, good interpersonal skills and knowledge of financial management. The position is at the University of Toronto level of Administrative Officer (37,460 - 44,070 - 50,680) annually.

PERSONNEL NEWS

Job Openings

Below is a partial list of job openings at the University. The complete list is on staff bulletin boards. To apply for a position, submit a written application to the Human Resources Department. (1) Sylvia Holland; (2) Steve Dyce; (3) Varujan Gharakhanian; (4) Christine Marchese; (5) Sandra Winter; (6) Dagnar Mills; (9) Janice Draper; (10) Sheila Stoddart.

Accountant I
(\$19,270 - 22,670 - 26,070)
Physical Plant (1)

Administrative Assistant I
(\$21,330 - 25,100 - 28,870)
Development & University Relations, two positions (1)

Application Programmer II
(\$25,970 - 30,550 - 35,130)
Occupational & Environmental Health, six-month contract (10)

Clerk Typist/Receptionist
(\$17,670 - 20,790 - 23,910)
Development & University Relations (10)

Clerk Typist III
(\$17,670 - 20,790 - 23,910)
Chemical Engineering (9)

Director of Capital Fund-raising Campaign
(\$30,000 - 40,000)
St. Michael's (1)

Driver/Staff Assistant
(\$21,330 - 25,100 - 28,870)
Development & University Relations, two-year term (10)

Fire Prevention Officer
(\$28,790 - 33,870 - 38,950)
Physical Plant (1)

Information Officer Clerk
(\$17,670 - 20,790 - 23,910)
Woodsworth College (10)

Information Resource Specialist

(\$21,330 - 25,100 - 28,870)
Development & University Relations, one-year contract (1)

Instruction Receptionist
(\$17,670 - 20,790 - 23,910)
Athletics & Recreation (10)

Professional Engineering Officer III
(\$41,670 - 49,020 - 56,370)
Physical Plant (1)

Research Assistant
(\$21,330 - 25,100 - 28,870)
Development & University Relations, one-year contract (1)

Research Officer III
(\$28,790 - 33,870 - 38,950)
Epidemiology Research Unit, grant expires March 31, 1989 (1)

Research Resource Manager

(\$27,430 - 32,270 - 37,110)
Development & University Relations (1)

Secretary I
(\$17,670 - 20,790 - 23,910)
Management (9), Athletics & Recreation (10), Bone & Mineral Group, 50 percent full-time (1)

Secretary II
(\$19,270 - 22,670 - 26,070)
Rehabilitation Medicine (1), Behavioural Science (1), Immunology (7)

Senior Auditor
(\$37,460 - 44,070 - 50,680)
Internal Audit (1)

Shift Supervisor
(\$31,990 - 37,640 - 43,290)
Caretaking & Cleaning, Physical Plant (1)

POSITIONS ELSEWHERE


Notice of the following vacancies outside the University has been received by the Office of the President.

Carleton University President and Vice-Chancellor
Applications to: D.C. McEown, Secretary, Presidential Search Committee, Room 607, Administration Building, Carleton University, Ottawa, Ont. K1S 5B6

Wayne State College of Nebraska Vice-President, Finance and Administration
Applications should be postmarked not later than February 26 and sent to: Office of the President, Wayne State College, Wayne, NE 68787

Center for Advanced Study in the Behavioral Sciences Director
Applications and nominations should be sent to: Robert A. Scott, Secretary to the Search Committee, Center for Advanced Study in the Behavioral Sciences, 202 Junipero Serra Blvd., Stanford, CA 94305

The Program in Neuroscience, University of Toronto presents:
The Neuroscience Nobel Laureate Address Series



Rosalyn Yalow
Nobel Laureate, 1977

Radiation and Society

4:00pm-Wednesday, March 16, 1988
Medical Sciences Building Auditorium

Admission: Free

All are welcome

Sponsored by the Dean of Medicine and by the Dean of Arts and Science

For information contact P.A. Stewart 978-8963

Search committees

Director, Centre for Comparative Literature

A search committee has been established to recommend a director for the Centre for Comparative Literature. Members are: Professor P.J. Perron, associate dean, Division 1, School of Graduate Studies (*chairman*); Professors J.E. Chamberlin, Department of English; M.E. Cook, associate dean, humanities and modern languages, Faculty of Arts & Science; Lubomir Dolezel, Department of Slavic Languages & Literatures; C.P. Jones, Department of Classical Studies; Morley Gunderson, Centre for Industrial Relations; and R.J. LeHuenen, Department of French; and Kathryn Taglia, graduate student.

The committee will be pleased to receive comments or submissions from interested persons. These should be forwarded by March 11 to Professor P.J. Perron at the School of Graduate Studies, 63 St. George St.

Director, Centre for Urban & Community Studies

A search committee has been established to recommend a director for the Centre for Urban & Community Studies. Members are: Professor Derek McCammond, associate dean, Division III, School of Graduate Studies (*chairman*); Professors J.T. Lemon, Department of Geography; J.R. Miron, Division of Social Sciences, Scar-

borough College; D.E. Moggridge, associate dean, social sciences, Faculty of Arts & Science; J.E. Pesando, Institute for Policy Analysis; R.E. Streen, Department of Political Science; and Barry Wellman, Centre for Urban & Community Studies; and G.A. Jones, graduate student.

The committee will be pleased to receive comments or submissions from interested persons. These should be forwarded by March 11 to Professor Derek McCammond at the School for Graduate Studies, 63 St. George St.

Chair, Institute of Child Study

A search committee has been established to recommend the appointment of a chair of the Institute of Child Study for a five-year term from July 1, 1988.

Members are: Professor Anne Millar, associate dean, Faculty of Education (*chair*); Professors Jon Cohen, assistant dean, School of Graduate Studies; Michael Connelly, Ontario Institute for Studies in Education; James Fair, Faculty of Education; and Dvora Levinson, Institute of Child Study; and Connie Burton, student, and Ted Hunter, instructor, Institute of Child Study; and Susan Lemelin, Institute of Child Study Parents' Association.

The committee would welcome comments or recommendations regarding this appointment which may be directed to any member of the committee.

PHD ORALS

Please contact the PhD orals examinations office at 978-5258 for information regarding time and location for these listings.

Monday, March 7
Mario Osbert D'Souza, Department of Education, "Jacques Maritain's Philosophy of Education: The Education of the Person." Prof. L. Lynch.

Friday, March 11
James Thomas Horan Martin, Department of Philosophy, "Active Mind in the Context of Aristotle's *De Anima*." Prof. J.J. Owens.

Monday, March 14
Garrett Peter Jantz Epp, Department of English, "The Imitation of the Word: The York Cycle and the Poetics of Realism." Prof. A.F. Johnston.

Friday, March 18
Vincent Paul diBenedetto, Department of English, "Education, Poetic Restoration, and the Narrator of *Paradise Lost*." Prof. H.R. MacCallum.

Marc-Andre Roberge, Faculty of Music, "Die Musik (1901-44): la transformation d'un périodique à travers trois périodes de l'histoire allemande." Prof. R. Falek.

Monday, March 21
Peter Tai Wah Cheng, Department of Chemistry, "Approaches to the Synthesis of Secologanin." Prof. S. McLean.

Tuesday, March 22
Frederick Arthur Lenz, Institute of Medical Science, "Single Unit Analysis of the Ventral Nuclear Group of Human Thalamus." Prof. R.R. Tasker.

Wednesday, March 23
Maxim Robert Burke, Department of Mathematics & Applied Mathematics, "Some Applications of Set Theory to Measure Theory." Prof. F.D. Tall.



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Trusteeship or Governance?

by James M. Ham

Whatever the form of "governance" of this or any university, it is important that the members of the administrative structures consider carefully the nature of their responsibilities. The University of Toronto Act states: "The government, management and control of the University . . . are vested in the Governing Council." What should the words "government," "management" and "control" mean?

A business corporation, established to make profits for its shareholders, is managed from the top down. Individuals characteristically have position classifications and engage in activities which are subject to direct management and control. The chief executive officer is clearly in charge of a business plan. But a university is a radically different organism whose vitality is expressed from the bottom up. In order to prosper, the university needs trusteeship rather than governance. At this time of possible change in the *modus vivendi* of the Governing Council I believe it is important to consider this distinction.

I begin these reflections with a definition of what a research-based university is, taken from Karl Jasper's book, *The Idea of the University*. He states: "The university is the corporate realization of man's basic determination to know. Its most immediate aim is to discover what there is to be known and what becomes of us through knowledge." In this unique role, a great university like ours is a bustling academic city with diverse intellectual neighbourhoods in departments, faculties, centres, institutes, schools and programs. This city of learning is a place where, to use the words of Northrop Frye, "knowledge, like St. Augustine's God, has its centre everywhere and its circumference nowhere." By these words I understand him to mean that to comprehend the human experience in all its richness and vicissitudes one can begin the study in any subject or period, and in pursuing a commitment to learning there is no impending boundary, save the imagination.

Corporate life

The word "corporate" in the phrase "corporate life" has a profoundly different meaning from the word "corporation" in business. The corporate life of the university is to be encountered everywhere in the academic city — in libraries, laboratories, lecture rooms, offices, common rooms, chapels, pubs and gyms. There is an immense variety of independent activity that no one actively directs. It is not altogether orderly and at times is even chaotic. The informing purposes are not production for profit but study, learning, research, scholarship and teaching. I shall call this corporate life the inner dimension of the university.

I have sometimes visualized this inner dimension in terms of a set of four concentric circles forming a central whole circle and a series of three surrounding annuli. In the outer annulus I place the professions of medicine, law, engineering, architecture, management studies and their compatriots. These professions have a clearly instrumental value — medicine to define the means to cure if not to prevent our ills; law to define the basis for justice; engineering to

design the means to generate the energy that drives our technologies; and management studies to seek understanding of the worth of organizational forms. Each of these in a university context is called upon to teach the scientific and humane roots that characterize its capacity for service to the public good.

In the second annulus, lying adjacent to the professions, I place the social sciences that involve the study of man in his collective behaviour — in ancient river valleys, in modern cities, in structures of power, at work, in the family or on the streets. Anthropology, geography, political science, economics, sociology, urban and community studies, industrial relations and criminology are included here. The understanding of the politics of power, how economies may flourish and flounder, how urbanization may transform lands and peoples, are some of the subjects of study.

In the third annulus, adjacent to the innermost circle, I place the physical sciences. Here are studied the structure of non-living matter on the cosmic scale of supernova, on the human scale of materials shaped into computers or nuclear reactors and on the scale of dancing molecules and their finer constituents. I include in this ring mathematics and computer science, branches of our understanding that have sprung out of the creativity of the reasoning mind.

The life sciences that share this third annulus encompass the study of living things from plants to animals to man, on the scale of forests, of colonies such as penguins, to organs such as the heart. Cells and their constituents and the genetic code, with which is associated the scientific idea of life and its reproductive capacity, are naturally included in this area.

Humanities

In the fourth and central ring I place the humanities, whose subjects include literature and language, history, philosophy, religion, art and drama — the subjects that illumine the worlds that man has created and is trying to create through the ordering of his imagination and reason. The humanities depict the shape of civilization and help the individual to find himself in his uniqueness in his own time and place.

The ferment of ideas and discoveries in the rings of the university is like a glass of good beer. The bubbles of discovery form at the bottom and percolate upward. And in the knowledge-based society in which our governments now speak of "harnessing" (at least the science and technology of our universities, as "strategic levers" and "competitive weapons" in the economics of global trade), the corporate life of the inner rings is no ivory tower. Indeed one of the issues of these times for "governance" is to shield the University from external pressure which might unwisely dictate its capacities to narrowly conceived ends.

The inner corporate life of the University is of course embedded in and is supported by the body politic of Toronto, Ontario and Canada, as well as of the global village. In my image of rings I have attempted to outline the broad basis upon which this corporate life serves the public good.



James Ham

Dimensions of responsibility

Now the essential point I want to make is that there are two distinct dimensions of responsibility for the University that need to be consciously embraced if it is to prosper. The first is the responsibility for the well-being of the inner corporate life of study, research, learning, scholarship and teaching, where continuity of intellectual attention to issues of significance is supported in particular by the practice of tenure.

The second dimension is the outer responsibility for the well-being of the whole fabric of the academic institution embedded in its social, political and economic circumstances. These two dimensions interact with one another but they are two clearly distinguishable foci. They are the basis for the nearly universal bicameral form of university "governance."

Universities are unique among institutions of higher learning in that not only do they teach what is known but also they are deeply engaged in discovering what there is that might be taught. Responsibility for shaping this aspect of the corporate life belongs primarily with the inner academic community of the university, the community of academic staff and students supported by the administrative staff. The traditional autonomy granted to universities by the state is the symbol of public recognition of this responsibility. In truly democratic states, universities in their inner corporate life have insisted on and been granted freedom to decide what is to be studied and taught and, within broad public policy on accessibility, who is to be taught. One would be naive not to recognize that the policies of granting agencies and contractors for research also have a steering effect on the patterns of research.

However, if the state (or private sector) is to support and grant a major degree of autonomy to the university, it is both appropriate and desirable for the institution that there be a focus of accountability to the body politic. The responsibility to preserve the inner corporate life, to solicit support for it, and to ensure measures of accountability meaningful both to the inner life and to the public, lies primarily with men and women whose focus of personal respon-

See WE NEED: Page 12



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We need to renew U of T's inner corporate responsibility

Continued from Page 11

sibility is outside the university in the body politic. Alumni form a large company of persons who share this special concern for the university.

Need for trusteeship

In reflecting on these questions about the nature of and the responsibility for the University, I have concluded that "governance" is the wrong word to use.

What a university and the University needs are persons who may be held responsible and hold themselves responsible for the preservation and administration of the academic city. These words define what is called a trustee. The O.E.D. defines a trustee as one who holds a trust, which is the condition of having confidence reposed in one to exercise responsibility.

Queen's has a Board of Trustees, Harvard has Trustees. I deeply hope that the day will come when the University has a Council of Trustees. Whatever is done now to modify the unicameral system, it will I believe be most meaningful if the Governing Council declares its intent to act in every possible way in trusteeship and to encourage through delegation a renewal of that inner corporate responsibility without which the University cannot, in my view, attain the greatness for which it has the potential.

How is this to be done? Part of the issue has to do with the understanding of words. The University of Toronto Act uses words such as "governance," "management" and "control." Yet I believe the University needs "trustees" at its two foci of responsibility.

The Governing Council was invented by the University itself when the creaking activities of the old Senate and Board of Governors were construed to have failed the University. They were also thought by some to be unsuited to the distinctive social landscape of the 60s. In retrospect I believe it was a wrong decision. My greatest concern, perhaps naturally enough, is for what has happened to the presidency.

In my experience — both as a supplicant to Council as a dean, and as a member of Council as president — the

Governing Council system has both strengthened and weakened the role of the president. In the sense that almost all items requiring Council approval, be they academic or administrative, must flow through the Office of the President (and of the provost), this office is perceived by the inner community to have acquired a strong measure of authority and control over the whole flux of issues from the University to the Council. One should consider that this authority is potentially subject to abuse. After all, the president is designated in the University of Toronto Act in the language of the business corporation as the chief executive officer. This language is unsuited to the leader of the inner corporate life of the University.

On the other hand, under the unicameral form of governance the president has been denied a formally recognized basis on which to convene, consult and be guided by a congregation of the academic city. It is in such a body, given significant independent authority over the inner corporate life of the Univer-

sity, that the academic city has been prepared to reposit its confidence and trust. In the absence of this body, which is commonly called a senate, the president's role is seen to be none other than administrative. In these circumstances the faculty association has also felt itself called upon to articulate public positions on issues of academic policy and relations which would otherwise be faced in a healthy senate. I do not consider that a committee of Governing Council can fulfill the role of a senate because the president, in the present system, is unable to play the distinctive role of academic leadership he would naturally play in a senate.

If the University of Toronto Act is not to be revised, I nevertheless believe that the changes the Governing Council is contemplating can be beneficial in our present circumstances, if the principles of trusteeship as distinct from governance are thoroughly embraced.

James M. Ham was president of U of T from 1978 to 1983.

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Support the Campus Coalition's demand for action by the Ontario government to end the chronic underfunding of University education.

The Campus Coalition of U of T includes the Arts and Science Students' Union, the Association of Part-time Undergraduate Students, the Canadian Union of Educational Workers Local 2, the Canadian Union of Public Employees Local 1230, the Graduate Students' Union, the University of Toronto Faculty Association and the University of Toronto Staff Association.

RESEARCH NEWS

For further information and application forms for the following agencies, please contact ORA at 978-2163.

Health & Welfare Canada
Investigators whose grant period ends March 31 are reminded that prior written permission must be obtained from their project officer at Health & Welfare Canada in order to carry forward unexpended funds from the 1988-89 fiscal year to the 1989-90 fiscal year (starting April 1). Copies of correspondence requesting this adjustment should be forwarded to ORA.

Louis & Artur Lucian Award for Research in Circulatory Diseases
The award is designed to honour outstanding research in the field of diseases of the circulation and provides financial support of the investigators and their families during a period spent at McGill University as a visiting scientist. Laboratory facilities are assured and additional funds for laboratory expenses may be provided.

Nomination forms for the eighth annual award are available at ORA. Deadline for submission is May 1.

Medical Research Council
Investigators are reminded that the preliminary proposal for new and renewal program grants should be submitted by May 1. This is a change from previous years. The principal coordinator will be advised by MRC if the proposal is judged suitable for a full application to be submitted for the November 1 deadline.

Details on program grants and the format of the preliminary proposal are in the MRC Guidebook 1987-88. The usual University signature requirements will apply.

Use of Unexpended Funds at Grant Termination

For investigators whose grant support period terminates on March 31 or June 30, MRC policy outlines the following:

(a) grantees wishing to continue their research project may use the unspent balance until March 31, 1989;
(b) grantees wishing to use the funds beyond that period must request authorization from the council;

(c) grantees wishing to use the unspent balance of the grant for another purpose must have prior authorization from the council before proceeding. Unspent balances from equipment grants fall into this last category.

For specific details consult the Financial Administration of Funds section of the current MRC Guidebook.

Ontario Ministry of Agriculture & Food
Researchers are invited to submit proposals for the following programs: agriculture and food research program; OP/IP research program; food systems 2002 — pest management research program; and land stewardship research program.

Proposal deadlines are: food systems 2002 — pest management research program (3.4 "pesticide efficacy"), March 15; other programs listed, April 22, July 29 and October 3.

Further details for each program area may be obtained from ORA.

G. Allan Roeher Institute
The Institute, formerly the National Institute on Mental Retardation, offers research grants to post-graduate students and faculty members or associates in the field of mental handicap or related areas. Applicants are reminded that the usual University signature requirements will apply; and ethics approval must be obtained before any research is undertaken.

Details on the procedure for faculty applications and application forms for graduate students may be obtained from either the research office of the Faculty of Medicine or ORA. Deadline is April 29.

Upcoming Deadline Dates
CN12 — Ross C. Purse fellowship: April 1.
Dysautonomia Foundation Inc. — research grants: March 15.
Easter Seal Research Institute — research grants; personnel awards: April 15.
Hannah Institute for the History of Medicine — publication assistance: April 1.

Hudson River Foundation
— Polgar fellowships: March 15;

graduate fellowships: March 31; executive committee grants and travel grants: any time. Leukemia Society of America — president's research development and short-term scientific research grants: April 1.
Louis & Artur Lucian Award — nominations: May 1.

MRC — MRC groups (new and renewals), letter of intent; development grants (category 1) renewal of salary; studentships (renewal); fellowships (new): April 1;
program grants (new and renewals) — letter of intent: May 1.

National Neurofibromatosis Foundation Inc. (US) — research grants; junior investigators: April 15.

NCIC, Terry Fox research programs — project grants and expansion awards (contact agency directly): April 15.

NIH — international research fellowships (applications to MRC): April 1.

NSERC — undergraduate research awards, internal deadline at CRA: March 18.

Ontario Ministry of Agriculture — pesticide efficacy research proposals: March 15; other research proposals: April 22, July 29 and October 3.

Ontario Ministry of Health — research projects: April 1.

Parkinson Foundation of Canada — research grants: April 1.

Physicians' Services Inc. Foundation — research grants: March 25.

Precarn Associates Corp. — research proposals: April 18.

Retinitis Pigmentosa Foundation (Canada) — research grants: March 15.

G. Allan Roeher Institute — research grants: April 29.

Damon Runyon-Walter Winchell Cancer Fund — fellowships: March 15.

SSHRC, Research Communications Division — aid to occasional scholarly conferences in Canada (July — Oct.): March 30.

U of T — research grants: May 1.

We invite staff to vote for the union

In response to the letter from Wendy Loat and Betty Isbister published in the Feb. 22 issue of the *Bulletin*, we would like to make the following points.

- The process leading to the formation of a union is highly democratic; just to get a vote conducted, 35 percent of all eligible staff members have to join the union. For the union to be certified, more than 50 percent of those voting will have to vote for it. We certainly hope that all eligible employees will vote, and that everyone will then accept the decision of the majority.

- If the vote is positive, UTSA will be transformed into a local of CUPE; we will continue to make our own decisions but we will have the resources of CUPE to back us up when we need them; sure, we'll be members of CUPE, but we'll continue to speak for ourselves.

- The basic rationale behind the Ontario Labour Relations Act, which gives employees the right to bargain collectively and the right to strike, is that the power of the employer is overwhelmingly greater than the power of any individual employee, and that by banding together and bargaining as a group, the employees, through collective bargaining, counterbalance the power of the employer. If Betty and Wendy are able to bargain effectively as individuals, it is likely because they are two very privileged people, and we don't think even they would say they can do any more than look out for themselves.

- Employees gain from collective bargaining, from having the right to strike and from bringing pressure to

bear on employers by going on strike when they decide it is in their interest to do so. (It should be noted in this regard that some 98 percent of collective agreements signed by CUPE locals are negotiated without recourse to strike or lockout.) On the question of wages alone, most research indicates that non-union jobs pay on average 10 percent less than equivalent union jobs. Our own salary survey conducted in 1986 indicated that our wages at U of T were on average 10 percent lower than at other major public sector employers in Metro Toronto.

- As we have pointed out in response to questions from Betty Isbister and others, the merit scheme is one of our current terms and conditions of employment, and as such will be subject to negotiations in bargaining for the first collective agreement. We, the members of UTSA/CUPE, will decide whether we

Notice

The opinions expressed in the letters published in the *Bulletin* regarding the organizing campaign currently being conducted by a trade union are those of the individual signatories and are not those of the *Bulletin* or of the University or its management unless specifically indicated. The *Labour Relations Act* of Ontario provides that every person is free to join a trade union of one's choice and to participate in its lawful activities.

want to propose to keep it, scrap it or modify it. The outcome of negotiations on this item, as with other items, will depend not only on what we want to do

but also upon what the U of T administration wants. We wonder how the authors of the letter can be so confident that they know what the first collective agreement will contain, when we are just beginning the process of determining what UTSA/CUPE members want.

In forming a union with the intention of negotiating our salaries, benefits and working conditions, we are announcing that we want to be treated more like equals in this important aspect of University administration. It is true that we are establishing a more important role for UTSA, a role which will necessitate the active involvement of all its members for the best results. We are also expressing our confidence that we have the skills, interest and energy to make a stronger UTSA work more effectively in our interests.

We invite all staff members to vote for the union, and to get involved to help us gain the recognition we deserve for the valuable contribution we make to the University.

Barbara Anno
David Asken
Katherine Anne Boyd
Damon Chevrier
Karen Cutler
Rose Marie Harrop
Nancy Okuda
UTSA Executive Council

Campaign threatens to divide administrative staff

One of the major reasons I enjoy working at the University of Toronto is its friendly working environment. There was a strong sense of community which I attributed in part to being on equal terms with my fellow workers. We don't seem to be on equal terms now. There is a dividing factor among us: UTSA/CUPE. They need to determine who will be in the bargaining unit

and who will not. As a result, some of the people I work with may be represented by CUPE and others will not by virtue of their job descriptions.

UTSA was a good cause to lend your voluntary support to and a very large number of people did — willingly. At the time I was on the board of representatives of the staff association I saw no reason (even if I stretched my imagination) for administrative staff to want to unionize. After reading all the information distributed by UTSA/CUPE since then I am still at a loss as to why this is happening. What are we lacking so desperately that we have to turn to CUPE to get for us? As far as I am concerned CUPE is just a gigantic bureaucracy that we, even now, are being forced to face. Do we also want their hands deep in our pockets?

My full support and efforts go wholeheartedly to the Committee for Alternatives. It is a real pleasure to devote effort to a good cause again.

Rosemary Hogue
Office of Student Awards

What are the alternatives to unionization?

I read with interest the letter headed "We don't want CUPE talking for us" (*Bulletin*, Feb. 22) from Wendy Loat and Betty Isbister on behalf of the Committee for Alternatives.

There was considerable specious union-bashing but no definition of their alternatives. Do they really have any?

John Malcolm
Technical Services, Erindale College

Committee for Alternatives opposes unionization

No doubt administrative staff will be informed soon as to whether or when the representation vote requested by CUPE will be held. If a representation vote is approved all staff owe it to themselves to make an informed decision. At this time the University of Toronto Staff Association has aligned itself with CUPE and represents only

those staff members who have signed union cards and are members of CUPE. Staff such as myself who do not support unionization find themselves lacking a formal organization, support staff, funds, facilities, staff lists, etc. Indeed it is almost impossible to communicate with one another, whoever and wherever we may be, except in the *Bulletin* or on a personal basis. We have started the Committee for Alternatives to let staff and the Labour Relations Board know that not all administrative staff support unionization and CUPE. We intend to draw up a petition indicating our opposition to unionization and send it to the Labour Relations Board. Anyone who is interested in signing it or supporting the committee should get in touch with its members.

Like-minded staff might be heartened to know that within the past year two Ontario universities turned down unionization. At Queen's University, OPSEU was granted a pre-hearing vote. OPSEU had requested a pre-hearing vote twice before and had withdrawn its applications. A segregated vote was held. When the votes were tallied 40 percent favoured unionization and 60 percent were opposed. Last March the University of Western Ontario Staff Association endorsed and campaigned for certification of CUPE. In August CUPE withdrew its application. Reasons cited for the withdrawal included the fear of strike action by CUPE and a perception that staff had a good deal and didn't need union representation.

Kathy Imrie
Faculty of Education



READINGS

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Basic research and teaching are starving

Recently, President Connell remarked that funding levels at the University of Toronto have never been better in 17 years. We have seen the University compete successfully in several recent megaproject competitions, such as the provincial Centres of Excellence program, and we have been encouraged to swell our chests with pride over the installation of a supercomputer.

Yet forgotten in all this are the appalling working conditions that the individual teacher and researcher is required to tolerate, which become worse each year. UTFA president Fred Wilson, in the Feb. 8 UTFA newsletter, eloquently contrasted the expense (and mismanagement) of the supercomputer project with the starvation of the basic teaching and research activities of this university. I would like to amplify this point.

As Prof. Wilson has so convincingly argued, strategic decisions regarding budgets and long-term planning are made entirely from the top down in this university. The ambitions of the administration are neatly matched by the nature of the administrative structure, which gives the administration first call on incoming funds. This automatically emphasizes the new, the exciting and the expensive. However, the majority of teachers and researchers in this university are engaged in relatively small-scale, individual operations that receive little or no attention from the administration. The teaching function of the

University, particularly at the undergraduate level, is left to slowly starve. Yet it is undergraduate teaching that is our principal provincial mandate and it is undergraduate enrolments that govern the level of provincial funding to the University. Funding levels may have improved overall, but it is all in the area of special or targeted funding. Base budgets for teaching continue to erode by several percentage points each year. We are required to lop off one more budget item each year in our pathetically inadequate departmental budget.

In the Department of Geology, for example, there are few University funds for office supplies beyond departmental letterhead, and no budget whatsoever for office furniture and equipment. Photocopying for teaching purposes is strictly monitored and budgeted. There are no funds for office services, such as typing, related to research. Samples and photographs that I use in my lectures are almost all material collected as part of research activities, which were funded by research grants. To replace these (or to provide similar materials for a new faculty member) from teaching budgets would cost tens of thousands of dollars which, at current levels of funding, would be totally impossible.

New equipment, samples and other teaching materials have been purchased in recent years almost entirely from special one-time-only funds doled out by the dean. They permit us to purchase about 20 percent of what we really

need. For the rest we make do — there is no departmental budget for such items. Last year we had to see our minuscule computer budget disappear, as our contribution to the continuing cutbacks.

Field trips and field schools are an essential part of a geological education. For transportation we use a departmental van that was purchased originally with a research grant, plus personal vehicles. The students pay virtually the entire cost out of their own pockets. The budget available from the University for this vital teaching function amounts to perhaps 10 percent of the total running cost. The van can never be replaced.

Undergraduate enrolment in earth sciences has undergone wild swings throughout Canada in the last decade, because of the changing fortunes of the resource industries. During the busy years, in the early 80s, desperate pleas to the administration for additional funds went unheard. Yet now that our numbers have declined again, to the levels that they were 15 years ago, the decline has been used as a reason to cut various items of our budget, such as the funds for teaching assistants. Many teaching functions continue to be heavily subsidized by research operations. We are fortunate, being a science department, that we have research funds to draw on and activities that can be labelled both research and teaching to justify such expenditures. But it amounts to a certain misuse of funds, and continues to let the administration off the hook.

We are fortunate to be moving soon into a new building, the Earth Sciences Centre (another administration megaproject), but the finished building is to be an empty shell. Everything that is not permanently glued to the wall in the old Mining Building is to be moved with us, including dilapidated furniture and ancient wooden sample cabinets. A constant vigilance has been necessary to monitor administration attempts to trim the budget of the new building by deleting items without notice. For example, we discovered that the large overhead sliding door in the loading dock will not be equipped with an electric motor, but is to be manually operated. The storage room for flammable/explosive materials, intended to be shared by the three departments in the new building, has been arbitrarily reduced to little more than a broom

closet. Custom designed fittings are to be replaced by off-the-shelf fittings that may not fit, good quality construction materials are to be replaced by cheap construction materials, and so on. Budgetary economy is sensible up to a point, but we feel we are being nicked, and dimed to death.

The ordinary, day-to-day concerns of the individual teacher and researcher need to receive more attention in this university, to balance the administrative obsession with megaprojects and large slugs of targeted money that are relevant only to small sectors of the University community. Will the new Academic Board solve this problem? Perhaps it will, by giving the ordinary faculty member more clout in University governance. But will it report to Governing Council or be a part of it? Will the power balance really shift?


Andrew D. Miall
Associate Chairman
Department of Geology

Aesculapius' staff vs. Mercury's caduceus

In your issue of Feb. 8, you carry a story of IMS Creative Communications and their use of the universal symbol of the medical arts, the staff of Aesculapius, in one of their award-winning logos. Unfortunately, the staff or caduceus depicted in your story is not that of Aesculapius but rather it is the caduceus of Mercury, the god of speed and communications.

The caduceus of Mercury really has nothing whatever to do with medicine, although people persist in making such a connection. The real caduceus of Aesculapius is the one with only one serpent on a staff and no wings. This can be seen, for instance, in the badge of the Royal Canadian Army Medical Corps and it is, of course, closely associated with medicine, since Aesculapius was the Roman god of medicine.

W.B. Heath
Toronto



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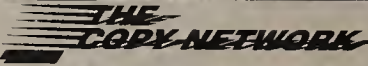
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LETTERS

Not all feminists hate men

In his letter to the *Bulletin* (Feb. 22) Professor F.L. Hooper questions the appointment of Nancy Adamson to the post of sexual harassment officer apparently on the ground that a feminist and lecturer in women's studies is incapable of exercising fair-minded judgement on sexual harassment issues. The assumption that feminists and lecturers in women's studies are bound to be prejudiced against men is not one that, in my view, needs to be taken seriously. Professor Hooper's letter, however, does raise one rather more interesting issue. He appears to assume that anyone who takes up an ideological position has effectively closed his or her mind, whereas the person who refuses to commit himself or herself on social and political issues has somehow retained an open mind. My answer to that would be that a refusal of commitment itself constitutes an ideological position. Not all feminists hate men but feminists do see our society as male-dominated and are committed to working toward a change of this situation. Anyone who quarrels with that view is effectively committed to a defence of the status quo and takes up a position which ideologically is no more neutral than the rejected feminist alternative.

H.B. de Groot
Department of English

Supporters of Bill C-54 do have Victorian leanings

In your Feb. 8 issue, Marvin Glass detects what he takes to be an inconsistency in Fred Wilson's advocacy of a policy "aimed at giving a fairer deal to women in the [hiring] process" and Wilson's contention that "there's no need" for Bill C-54. Since the degradation of women no doubt is widespread in our society, Glass contends that Wilson

is guilty of a mental lapse in recognizing sexism in the workplace but not in the marketplace.

Allegations of inconsistency often are raised to obscure real differences between the items being compared. We can grant Glass's contention that the oppression of women and visible minorities is systematic, but it doesn't follow that a policy designed to promote the interests of women is comparable in any significant respect with Bill C-54. After all, Wilson is advocating a policy which is designed to redress a specific injustice, whereas the federal Conservatives are advancing legislation which transcends any acceptable definition of obscenity. The illness is surely regrettable, but proponents of Bill C-54 are advocating that the only cure is to kill the patient.

This is precisely why Glass raises the charge of inconsistency: to stampede us into endorsing a piece of legislation that signals a return to the never-never land of Christian morality. As for myself, I will continue to identify all defenders of C-54 with neo-Victorian elements, even if these Victorians label themselves "feminist."

Discrimination?

There has been much debate in the pages of the *Bulletin* about sexual discrimination within the University.

In President Connell's statement on the University's position on racism (Feb. 8) five officers were named who are responsible for dealing with complaints regarding possible cases of discrimination in matters relating to student awards, employment relationships, housing and non-academic aspects of university life. It is of interest to me that all five of these officers are women.

Thomas M.S. Wolever
Department of Nutritional Sciences

Brian S. Baigrie
Department of Philosophy
University of Calgary (visiting U of T)

Professor missing in action utters small yelp

I was interested to read, in the Feb. 22 *Bulletin*, that Lois Reimer "expected a couple of yelps" following the omission of the titles Miss, Ms and Mrs. from the University telephone directory, but hadn't heard any. Although I am not convinced that the amenities of telephonic intercourse are improved by keeping the sex of the person being called secret from the caller until the moment of contact, I think that my yelping about it would be futile — just as the original omissions seem to me to be futile.

I did, however, utter a small yelp when I discovered that my own name had been omitted from the directory. At first I feared that someone was trying to

eliminate me, but on reflection I thought it unlikely that all those whose names are between McCann and McGee (about 45 people) were to suffer the same fate. Further research showed that a block of names was misplaced on another page, resulting in about 90 names appearing between Dr. A.H. Melcher and Prof. A. Melcher (both of whom happen to be the same person). Another interesting omission is the entry for the faculty association.

When I reached by telephone someone whose job it was to do something about these problems, I was told that those involved were aware of the situation and that a correction would be issued. At the time of writing, about two

months later, I have not seen any correction. Since I did not receive my copy of the present directory until January, by which time more than half of the year it purports to represent had elapsed, I would like to express the hope that we do not have to wait until January 1989 to obtain a corrected directory.

Ian McCausland
Department of Electrical Engineering
(8666)

A chairman by any other name

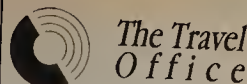
I did not know until reading your Feb. 22 issue that all chairmen in the University phone book have become chairs.

I did know that formerly some chairmen who are female had a problem of identifying themselves. Some became chairwomen, but that still indicated their gender, which they did not want to disclose. Others became chairpersons,

but that was also transparent, in the same way that the term mailperson always served to indicate that a female had delivered the mail. Finally, some became chairs. This is alright with me as their personal choice, but I wonder how the status of women office obtained the right to identify me also as a piece of furniture.

The situation is saved by the fact that the phone book only indicates that there is a chair in the Department of East Asian Studies, and does not call it by my name. I wonder if a telephone inquiry for the chair might yield a response that there are many chairs here, but none have intelligence, and certainly none are capable of speaking on the telephone.

John S. Brownlee
Acting Chairman
Department of East Asian Studies



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